



Queensland Police Service

Annual Report 2025-2026

This annual report provides information about the Queensland Police Service's financial and non-financial performance information for 2025-26. It has been prepared in accordance with the *Financial Accountability Act 2009*, the *Financial and Performance Management Standard 2019* and the Annual report requirements for Queensland Government agencies.

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This annual report can be obtained in paper form by calling 13 QGOV (13 7468) or online at www.police.qld.gov.au/corporatedocs/reportsPublications/annualReport/default.htm.

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Content from this annual report should be attributed as: The State of Queensland, Queensland Police Service Annual Report 2025-2026.

ISSN:

Online: 1837-235X

Print: 1837-2341

Other languages and formats



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Letter of compliance

25 September 2026

The Honourable Dan Purdie MP
Minister for Police and Emergency Services
Level 35, 1 William Street
BRISBANE QLD 4000

Dear Minister,

I am pleased to submit for presentation to the Parliament the Annual Report 2025-2026 and financial statements for the Queensland Police Service.

I certify that this Annual Report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*, and
- the detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements is provided at page 117 of this annual report.

Yours sincerely

A handwritten signature in black ink, appearing to read 'B.M. Pointing'.

BRETT POINTING APM
ACTING COMMISSIONER

Acknowledgement of Country

The Queensland Police Service respectfully acknowledge First Nations peoples as the Traditional Owners and Custodians of Queensland. We recognise their connection to land, sea and community. We pay our respects to them, their cultures, and to their Elders, past, present and emerging.

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Information about overseas travel, consultancies, the *Queensland Language Services Policy* and the Victims' Charter complaints for 2025-26 is available on the Queensland Government Open Data Portal (www.data.qld.gov.au).

Acting Commissioner's Message

I am pleased to present the Queensland Police Service (QPS) Annual Report for the 2025–26 financial year, which reflects a year of strong operational performance, substantial reform and continued progress towards a safer and more resilient Queensland.

Throughout the year, the QPS remained focused on its core purpose of community safety. We enhanced operational capability, supported our people, modernised our services and worked with communities and partner agencies to prevent crime, respond to emerging challenges and maintain public confidence in policing.

Since my appointment as Acting Commissioner in February 2026, I have focused on ensuring our decisions and investments reflected our values of integrity, respect and courage, while delivering practical benefits for our people and the community.

Within my first month as Acting Commissioner, I launched Operation Yankee Forge, a statewide response targeting robbery, unlawful entry and the unlawful use of motor vehicles. Guided by intelligence and operational data, the operation identified offences, locations and repeat offenders responsible for community harm. This enabled specialist resources to be strategically aligned with local policing efforts, ensuring they were deployed where they could achieve the greatest impact.

Road safety remained a critical priority. Operation Interpose, launched in April 2026, established a year-round statewide response combining high-visibility enforcement, targeted interventions and community engagement to encourage safer road-user behaviour and reduce road trauma.

Delivering these operational priorities required sustained investment in frontline capacity. More than \$147 million was allocated over five years to critical equipment, including Taser 10s, body-worn cameras, integrated load-bearing vests, tactical first aid kits, roadside breath-testing devices, tyre-deflation devices and portable radios. Complementing this investment, additional funding was directed towards new and upgraded police facilities and expanded aerial capability. By modernising both our infrastructure and operational resources, we strengthened the Service's capacity to prevent crime, respond to emerging threats and deliver safer communities across Queensland.

Alongside this investment, the QPS continued to implement the 65 recommendations of the 100-Day Review, improving organisational efficiency, workforce morale, accountability and conditions for frontline policing. Safety and wellbeing reforms included the Northern Region Wellbeing Hub, which brought health, safety, injury-management and wellbeing services together through a coordinated access point and strengthened early intervention and person-centred support. Safety and wellbeing services were further strengthened by offering a broader and more inclusive range of services through internal and external programs. Together, these initiatives supported a more locally led and centrally coordinated approach to workforce wellbeing, while we maintained our focus on attracting, developing and retaining a capable and inclusive workforce.

The reform program also extended to the QPS's financial management and governance. The Independent Financial Review, tabled in Parliament on 4 June 2026, provided a detailed assessment of the organisation's financial management and position. A dedicated taskforce was established to oversee the implementation of the review's 21 recommendations and support lasting improvements in financial discipline, transparency and decision making.

Modernising service delivery was another important priority. The QPS advanced its digital and data capacity through frontline-focused investment planning and the evaluation of emerging technologies. A notable example was the establishment of Digital Evidence Hubs, which centralised specialist technology, skilled personnel and streamlined processes to enhance the collection and management of digital evidence. This initiative better positioned the Service to meet the growing demands of an increasingly complex digital environment.

This focus on organisational capability and improvement was matched by significant legislative change during 2025–26. The QPS supported major reforms, including the establishment of the Queensland Community Protection and Public Child Sex Offender Register under Daniel's Law, stronger enforcement responses to hate crime and extremist behaviour, and the permanent operation of Jack's Law to prevent knife crime and improve public safety.

The QPS also progressed significant domestic and family violence initiatives, including Police Protection Directions, the expanded use of video-recorded evidence-in-chief and electronic monitoring arrangements for high-risk respondents. Following the commencement of the coercive control offence, police personnel completed dedicated training, supported by specialist education for members performing domestic and family violence roles. Together, these initiatives strengthened victim-centred responses, reduced unnecessary trauma and reinforced perpetrator accountability.

Across the broader emergency-services portfolio, the year marked important milestones. The State Emergency Service celebrated 50 years of dedicated service to Queensland communities, recognising generations of volunteers and the importance of training, preparedness, local capacity and strong partnerships. Marine Rescue Queensland continued to strengthen marine safety and search-and-rescue services through its dedicated volunteer network, supported by the opening of Queensland's first dedicated Marine Rescue Training Academy to deliver consistent, high-quality training and strengthen emergency response capability.

Across all areas of service delivery, professional, ethical and transparent conduct remained a central priority. We continued to engage respectfully with communities, support victims with dignity and compassion, and collaborate with partners to deliver services responsive to local needs. The professionalism, courage and dedication of all QPS members and volunteers, often demonstrated in demanding circumstances, made this work possible. I thank them for their outstanding contribution.

The progress achieved during 2025–26 has positioned the QPS strongly for the challenges and opportunities ahead. Building on these foundations, we will continue to invest in our people, strengthen our capability and harness innovation to enhance service delivery across the state. Working in partnership with Queenslanders, we remain committed to reducing crime and improving community safety.



BRETT POINTING APM
ACTING COMMISSIONER

September 2026

About the Queensland Police Service (QPS)

The QPS is the primary law enforcement and community safety agency for Queensland. It fulfils this role throughout the state, 24 hours a day, seven days a week, 365 days a year, upholding the law and assisting the community, particularly in times of emergency, disaster and crisis.

The QPS is responsible for the functions of policing and community safety, State Emergency Service (SES) and Marine Rescue Queensland (MRQ).

Our Vision: A safer, more resilient Queensland.

Our Purpose: Keeping our community safe and feeling safe.

Our Accountabilities

Under the *Police Service Administration Act 1990*, the QPS is responsible for:

- preserving peace and good order in all areas of Queensland
- protecting and supporting the Queensland community
- preventing and detecting crime
- upholding the law
- administering the law fairly and efficiently
- bringing offenders to justice.

Our Values

Consistent with the QPS Strategic Plan 2025-2029, QPS members value:

- *Integrity:* We are honest, trustworthy and serve the community with the highest standards of professional conduct at all times.
- *Respect:* We treat everyone fairly and with dignity, embrace diversity, and consider and value all perspectives.
- *Courage:* We serve in the face of adversity and lead by example.

The QPS also shares the Queensland Public Service Values of:

	Customers first • Know your customers • Deliver what matters • Make decisions with empathy
	Ideas into action • Challenge the norm and suggest solutions • Encourage and embrace new ideas • Work across boundaries
	Unleash potential • Expect greatness • Lead and set clear expectations • Seek, provide and act on feedback

	Be courageous • Own your actions, successes and mistakes • Take calculated risks • Act with transparency
	Empower people • Lead, empower and trust • Play to everyone's strengths • Develop yourself and those around you

Queensland Government objectives

The QPS supports the government's objectives for the community which are structured around building future prosperity and growth across the state.

Safety where you live – Making Queensland safer with stronger laws, better-equipped courts and more police with better tools, while restoring consequences for actions, fixing our Child Safety system, ensuring early intervention and a bigger focus on rehabilitation, giving victims more rights and better support, and taking critical action to arrest skyrocketing rates of domestic and family violence (DFV).

Health services when you need them – Restoring health services when Queenslanders need them most through transparent and targeted investment with real-time data, boosting frontline health services, driving resources where they're needed most, improving our emergency departments, reopening regional maternity wards, fast-tracking access to elective surgeries and helping patients to be seen faster.

A better lifestyle through a stronger economy – Growing our economy to drive down the cost of living and give Queenslanders a better lifestyle and a place to call home by respecting your money and reinstating the Productivity Commission, growing the economy in our regions and backing small and family business, boosting home ownership, easing pressure on rents, ensuring affordable and reliable energy and public transport, delivering more community housing and homelessness services, and boosting women's economic security, taking care of Queensland's vital existing and emerging industries.

A plan for Queensland's future – Planning for Queensland's future, by building the roads and infrastructure needed for a growing population – including a safer Bruce Highway, putting more teachers in safer schools and preparing young Queenslanders for the future, conserving our pristine environment that draws visitors from across the world and improving water security, delivering a world-class Olympic and Paralympic Games that leaves a positive legacy for Queenslanders.

Our Objectives

Healthy and engaged workforce

To build an engaged and capable workforce with health, safety and wellbeing of our people a priority, the QPS:

- keeps our people safe and feeling supported, embedding a shared responsibility for prioritising wellbeing
- grows a capable workforce that represents and understands the community we serve
- develops authentic leaders who empower and engage our people
- builds a more connected and inclusive workplace that reflects our values.

Community Safety

To deliver effective and responsive policing and community safety services, ensuring our communities are safe and feel safe, the QPS:

- provides culturally safe, victim-centric and trauma-informed practices to support victims
- prevents harm, builds resilience and reduces demand through contemporary problem-solving

approaches

- recognises and maximises the experience and skills of our volunteers to deliver community safety responses that complement and build on existing capability
- targets serious and repeat offending behaviours.

Engaged and trusted relationships

To provide better services through connected and trusted relationships, the QPS:

- builds and enhances partnerships to develop new ways of preventing crime, reducing harm and building resilience, to support system delivery and community safety outcomes
- delivers community safety through strong and trusted partnerships
- nurtures and strengthens our relationships with Queensland communities.

Effective and efficient service delivery

To deliver transformational reform, informed by insights, to innovate and strengthen our capability to deliver community safety services in a fiscally responsible manner, the QPS:

- enhances our capability and capacity to ensure the right resources are in the right place, at the right time
- accelerates the adoption of digital, alongside other innovative approaches, to improve service delivery
- optimises business processes to support the delivery of contemporary community safety services
- restores fiscal responsibility through improved financial management practices and sound and efficient governance.

Our environment

The QPS operates in an increasingly complex and dynamic environment, shaped by interconnected social, economic, technological, environmental, demographic and legal factors. Queensland's vast geographical footprint and decentralised population present unique challenges in maintaining community safety and delivering effective services across the state.

The demand for policing services continues to evolve as communities experience changing expectations, ageing population, economic pressures and rapidly evolving technological advancements, influencing service delivery.

Rapid technological advancement is reshaping both the opportunities and challenges the QPS faces. Emerging technologies are influencing community behaviours and service expectations, while also creating new and evolving criminal threats. At the same time, technology is enhancing the capability of QPS to prevent, disrupt, investigate and respond to crime, improving operational decision making and support more effective service delivery.

The complexity of DFV, mental health, and youth offending reinforces the importance of collaboration across government, non-government and community sectors. Strong partnerships are critical to developing coordinated and integrated responses that address the underlying drivers of harm and improve community safety outcomes.

Queensland continues to experience significant exposure to natural hazards including severe floods, fires, storms and heatwaves. More frequent and severe extreme weather events place increasing pressure on communities, emergency services and critical infrastructure. These challenges require coordinated approaches to prevention, preparedness, response and recovery to strengthen community resilience and support effective disaster management.

Within our challenging environment, the QPS remains focused on its commitment to community safety.

Our challenges and opportunities in 2025-26

The QPS acknowledges the importance of addressing a range of potential strategic challenges to ensure we keep our community safe. The Service identified these challenges and opportunities to respond to in 2025-26, linking them to the strategic objectives.

Key challenges for QPS during 2025-26 included:

- meeting growing service demands and evolving community needs
- meeting the needs of the QPS workforce including health, safety and wellbeing of our people
- building community trust and confidence in the integrity and professionalism of police
- staying ahead of the rapidly evolving landscape of online and technology-enabled crime
- effectively preparing for disasters, unpredictable extreme weather events and addressing the broader impacts of climate change.

To address these challenges, the following opportunities were identified to best position the QPS to make the community safer:

- supporting our community and vulnerable groups, including victims of crime, through evidence-based integrated service responses
- developing a skilled and resilient workforce to respond to future challenges and evolving demands
- harnessing data driven insights and decision making to drive policing excellence and efficiency
- leveraging government, private and voluntary sector partnerships to support improved system delivery
- adopting digital innovation with ethical and transparent practices.

2026-27 Outlook

In 2026-27, the QPS will work to address:

- reducing victims of crime and holding perpetrators to account through tough new laws and ongoing legislative reform
- trust and confidence in the QPS
- rapid technological change outpacing law enforcement capability
- workforce health, safety and wellbeing gaps undermining organisational capability and continuity
- escalating social pressures and system challenges that risk overwhelming frontline capacity
- emerging cyber and technology-driven harms undermining community safety.

For 2026-27, the QPS identified the following opportunities, including:

- providing victim-centric and trauma-informed responses to support victim-survivors of DFV
- strengthening trust and legitimacy through transparency and community engagement
- harnessing technology and data insights to enhance policing capability and effectiveness
- driving workforce transformation, promoting inclusion and prioritising health and wellbeing
- expanding interagency and international partnerships to improve community safety outcomes
- building resilience to environmental impacts and major events
- enhancing financial sustainability and driving service innovation based on evidence and impact.

Human Rights Act 2019

On 1 January 2020, the *Human Rights Act 2019* (Qld) (the Act) came into effect, creating obligations for public entities to act and make decisions in a way that is compatible with human rights and to properly consider human rights when making a decision. The QPS has made a commitment to respect, protect and promote human rights in our decision making and actions.

Each time the QPS received a complaint, human rights limitations were assessed to determine if any rights were unreasonably limited. The human rights aspect of each complaint was considered along with the allegation/s, which assisted in determining the appropriate resolution.

In 2025-26, the QPS received 2,370 distinct complaints which were reviewed to identify if human rights may have been limited. In most cases there was no further action taken as no human rights limitations were detected, or an explanation was provided to the complainant as the officers' actions were identified as being proportionate, lawful, reasonable, accountable, and necessary.

As at 30 June 2026, the following outcomes were recorded:

- 2,902 individual human rights limitations connected to the 2,370 complaints, noting one complaint can include more than one human rights limitation
- 762 instances where there were no human rights limitations identified
- 28 instances where human rights were unreasonably limited, resulting in:
 - 3 apologies
 - 2 explanations
 - 23 disciplinary actions
- 1,803 (of the 2,370) distinct complaints were finalised as at 30 June 2026 (567 remain open).

Each time the QPS received a complaint, human rights limitations were assessed to determine if any rights were unreasonably limited. The human rights aspect of each complaint was considered along with the allegation/s, which assisted in determining the appropriate resolution. Of the 2,370 distinct complaints received, in most cases there was no further action taken as no human rights limitations were detected, or an explanation was provided to the complainant as the officers' actions were identified as being proportionate, lawful and reasonable, accountable and necessary.

Notes:

- A human rights complaint is a complaint about an alleged contravention of Section 58(1) of the Act by a public entity in relation to an act or decision of the public entity (i.e. that an act or decision is not compatible with human rights and/or that a decision does not properly consider relevant human rights).
- It is expected that sometimes a complainant will not identify human rights matters within a complaint they make to the QPS. Where the QPS identifies that the complaint may include a contravention of Section 58(1) of the Act, the QPS will record this and respond appropriately.
- The total number of human rights complaints includes all those identified by a complainant and the QPS. A human rights complaint is counted as one regardless of the number of alleged acts, decisions or human rights limited within a complaint made to the QPS.
- The total number of complaints where one or more human rights were allegedly unreasonably limited relates to all complaints made to the QPS by both internal and external complainants.

Information security attestation

During the mandatory annual Information Security reporting process, the Commissioner of Police attested to the appropriateness of the information security risk management within the QPS to the Queensland Government Chief Information Security Officer, noting that appropriate assurance activities have been undertaken to inform this opinion and the QPS information security risk position.

Our partners

The QPS continued to foster strong relationships with its partners in the community throughout 2025-26.

- **Queensland Police-Citizens Youth Welfare Association (QPCYWA)**

The QPCYWA, known as Police-Citizens Youth Club (PCYC) Queensland, is a not-for-profit organisation that delivers accessible and affordable youth development programs, helping young people build skills and make positive life choices. Operating across urban, rural and remote communities, each PCYC is led by a QPS Sergeant and a Youth Club Program Manager, fostering strong connections between police and young Queenslanders. Since its establishment in 1948, PCYC has grown to 53 clubs supported by 74 police officers and dedicated staff members, providing a valuable platform for community connection, early intervention and youth development. For more information or to find a club near you, visit the PCYC Queensland website at www.pcyq.org.au.

- **Crime Stoppers Queensland (CSQ)**

CSQ is a community volunteer organisation that helps prevent and solve crime by providing a safe and anonymous way for the public to share information with police. Information submitted through the CSQ hotline and website is forwarded to the relevant QPS investigators.

The QPS assists CSQ through the following:

- the Assistant Commissioner, Crime Command is on the Board of Directors as the Commissioner's representative
- the Officer in Charge of the QPS Crime Stoppers Unit represents Queensland on the National State and Territory Police Coordinators Group
- a dedicated police unit manages the partnership deliverables, administers intelligence reports, handles investigator inquiries and assists Crime Stoppers State Office personnel with promotional displays and presentations
- police officers act as partnership representatives in many of the 19 Volunteer Area Committees across the state.

During 2025-26, the QPS Crime Stoppers Unit, in partnership with CSQ, received 24,748 phone calls and 43,876 digital contacts from members of the public, resulting in:

- the apprehension of 444 people
- 1,729 charges laid
- the confiscation of more than \$4.5 million worth of drugs
- the seizure of approximately \$368,750 in proceeds of crime.

For more detailed information, visit the Crime Stoppers Queensland website at www.crimestoppersqld.com.au.

- **Neighbourhood Watch Queensland (NHWQ)**

NHWQ is a partnership between the QPS and local communities, aimed at enhancing community safety. Operating across 14 out of the 15 police districts, NHWQ supports approximately 252 active groups that promote home security, reduce fear of crime and encourage the reporting of suspicious activity to police. By fostering informal networks among residents, NHWQ strengthens community resilience and complements QPS's broader crime prevention strategies. For more information or to find your local group, visit the NHWQ website at www.nhwq.org.

- **Queensland Homicide Victims Support Group (QHVSF)**

The QHVSF provides specialised support to individuals and families affected by homicide, assisting more than 250 family members each year to cope with the profound impacts of loss and trauma. The Commissioner of Police is the Patron of QHVSF, which works closely with the QPS to deliver immediate practical and emotional support, coordinate crime scene clean-up services, and provide long-term case management for families following a homicide.

- **Volunteers in Policing (ViP)**

The ViP program is a community engagement initiative that recruits and trains volunteers to support police in delivering non-operational services that enhance community safety. ViPs assist with victim support, crime prevention activities, and home and business security assessments. They also contribute to Police Recruiting and specialist unit support. As at 30 June 2026, 193 ViPs were working across 35 police establishments in 15 districts and two specialist units. For more information or to become a ViP, visit the QPS website at <https://www.police.qld.gov.au/careers-with-the-qps/volunteers-in-policing>.

- **SES volunteers**

The SES is a volunteer emergency service that helps Queensland communities prepare for, respond to, and recover from disasters and emergencies. With around 5,500 volunteers from diverse backgrounds, SES members share a commitment to supporting their local communities.

SES operates through 290 groups in 77 units across Queensland, supported by a partnership between the Queensland Government and local governments. The Queensland Government provides organisational support, training and key equipment, while local governments provide facilities, vehicles, maintenance and local operational support.

Together, these arrangements enable SES volunteers to deliver timely and effective emergency assistance to communities across Queensland.

- **Marine Rescue Volunteers**

Marine Rescue Volunteers respond to more than 12,000 rescues each year, operating across 46 locations along Queensland's coast, from the Torres Strait to Currumbin.

A transition program is underway to bring Volunteer Marine Rescue Association Queensland and Australian Volunteer Coast Guard Association into Marine Rescue Queensland (MRQ). Throughout the transition, marine rescue services will continue without interruption. United by a shared commitment to saving lives at sea, the integrated service will remain focused on keeping Queensland's waterways safe.

- **Surf Life Saving Queensland (SLSQ)**

As Queensland's leading authority on aquatic safety and surf rescue, SLSQ is one of Australia's largest volunteer-based community service organisations. Established in 1930, SLSQ supports 58 surf lifesaving clubs patrolling 8,000 kilometres of coastline from Port Douglas to Rainbow Bay. More than 36,000 Queenslanders volunteer with surf lifesaving clubs, supported by over 462,000 affiliated club members. SLSQ's vision is simple: zero preventable deaths in Queensland public waters.

- **Royal Life Saving Society Queensland (RLSSQ)**

RLSSQ is Queensland's peak body for water safety and a leader in drowning prevention and water safety education. Founded in 1894, it is Australia's oldest lifesaving organisation.

Through education, training, aquatic risk management and community programs, RLSSQ helps keep Queenslanders safe in and around water, supported by a network of staff, volunteers, training partners and service providers.

- **PCYC Emergency Services Cadets**

The Emergency Services Cadets is a free youth program delivered through a partnership between PCYC Queensland and Queensland's emergency services. Open to young people aged 12 to 17, the program provides a safe and inclusive environment where participants develop practical skills and leadership opportunities. Cadets meet weekly during the school term and can participate in volunteer activities on weekends. The program currently operates in 23 active units across Queensland.

- **Jack Beasley Foundation (JBF)**

The JBF is a Gold Coast based, not-for-profit organisation, dedicated to reducing youth violence through knife crime education. Through its One Moment Education Program, JBF delivers school-based presentations across the state, raising awareness about the dangers of carrying knives and the long-term impacts on offenders, victims, their families and friends. JBF has played a pivotal role in

advocating for legislative reform, including the introduction of Jack's Law and continues to support community awareness through education, media engagement and operational activities. For more information, visit the JBF website at <https://www.jackbeasleyfoundation.org/>.

- **Top Blokes**

Top Blokes Youth Program is a targeted initiative supporting young men aged 13-17. Delivered by the Top Blokes Foundation, the program promotes resilience, emotional maturity and positive decision making through structured mentoring and education. For further information, visit the Top Blokes Foundation website at <https://www.topblokes.org.au/>.

- **Queensland Blue Light Association Incorporated (QBLAI)**

The QBLAI is a not-for-profit charity that has partnered with the QPS for over 40 years to deliver early intervention and prevention programs for young people, particularly those at risk. While widely recognised for its Blue Light discos, QBLAI also delivers programs such as Blue Edge and ELEVATE, which promote positive life choices, resilience and respectful relationships. Led by police officers, these programs can be delivered in any community, including rural and remote areas. The QPS supports QBLAI through the allocation of a Blue Light Policing Coordinator, with the Commissioner serving as the association's Patron. For more information, visit the QBLAI website at <https://bluelightqld.org/>.

- **Australian Retail Council (ARC)**

The ARC is a key industry partner supporting the QPS to educate retailers and quick service restaurants about their obligations under the *Summary Offences (Prevention of Knife Crime) and Other Legislation Amendment Act 2024*. Through policy advocacy, legal support and direct engagement, the ARC helps retail operators understand and comply with legislative requirements, while contributing to initiatives that address retail crime and violence. For further information, visit the ARC website at <https://www.retail.org.au/>.

- **Bullyproof Australia**

Bullyproof Australia is a registered charity delivering the AMAYDA Resilience Program to primary and secondary schools across Queensland. The program focuses on bullying prevention and conflict resolution, mental health improvement and academic performance by fostering resilience, respect and positive relationships. For more information, visit the Bullyproof website at <https://bullyproofaustralia.org.au/>.

- **Balin Stewart Foundation (BSF)**

The BSF is a not-for-profit community organisation committed to preventing harm caused by knife-related violence. Through education, awareness and community events, BSF works with schools and communities to promote positive conflict resolution and discourage the carrying of edged weapons. Its grassroots campaign, #BinTheBladeForBalin, fosters safer environments by addressing the root causes of youth violence and advocating for legislative reform. For more information, visit the BSF website at <https://www.balinstewartfoundation.org.au/>.

QPS organisational chart

COMMISSIONER OF POLICE

REGIONAL OPERATIONS

Brisbane Region
North Brisbane District
South Brisbane District

Central Region
Capricornia District
Mackay Whitsunday District

Far Northern Region
Far North District
State Custody & Property Group

Northern Region
Mount Isa District
Townsville District

North Coast Region
Moreton District
Sunshine Coast District
Wide Bay Burnett District

Southern Region
Darling Downs District
Ipswich District
South West District

South Eastern Region
Gold Coast District
Logan District

**OFFICE OF THE
COMMISSIONER**

Domestic, Family Violence & Community
Engagement Group
Community Safety
Performance Unit
Vulnerable Persons
Operational Policy & Improvement

First Nations Division
First Nations Community Engagement
First Nations Cultural Unit
First Nations Policy & Research
First Nations Recruiting

Media & Communications Division
Media & Public Affairs

Office of the Chief Risk Officer

Office of the General Counsel
QPS Legal Services

Policy & Insight Division
Cabinet Legislation & Liaison Office
Intelligence Directorate
Research & Analytics
Strategic Governance
Strategic Planning and Reporting
Strategic Policy and Legislation
Strategic Priorities, Investment & Integration

State Discipline
Discipline Hearing Unit

Transformation Delivery Office
Digital Strategy Group
Internal Audit

PEOPLE & ASSETS

Assets Division
Capital Assets & Facilities Mgmt Group
Fleet Services Group
Marine Fleet
Operational Equipment & Capability Mgmt
Strategic Asset Management

Finance & Procurement Division
Finance Business Partnering
Financial Accounting Services
Financial Operations & Systems
Financial Planning & Analysis
Procurement Services Group

Frontline & Digital Division
Office of the CIO
Cyber Security
ICT Delivery
ICT Operations
ICT Services Transition
Public Safety Comms Program

Recruiting & Development Command
Honours & Awards
Operational Policing & Leadership
Recruiting & Constable Training
Skills & Frontline Education

Workforce Management & Wellbeing
Division
Central Panels Unit
Discipline Referral Unit
Employee Relations
Human Resource Services
Injury Management
Workforce Support and Engagement Group
Workforce Systems, Reporting & Analytics
Safety & Wellbeing

SPECIALIST OPERATIONS

Crime & Corruption Commission
Police Group
Corruption Group
Crime Group
Operations Support Group

Crime Command
Child Abuse & Sexual Crime Group
Covert & Specialist Ops Group
Drug & Serious Crime Group
External Agency
(Office of Special Invest AFP)
Financial & Cyber Crime Group
Homicide Group
Organised Crime Gangs Group
State Intelligence Group
Youth Crime Group

Ethical Standards Command
Integrity & Performance Group
Internal Investigations Group
Staff Member Investigation Group
State Case Management Unit
Suspension & Standdown Unit

Legal Division
Crime & Intelligence Legal Services
Information Management Services
Prosecution Services
Prosecution Services Support Group
Right to Information & Privacy Services
Weapons Licensing Group

Security, CT & Forensic Services
Command
Counter-Terrorism Investigation Group
Forensic Services Group
Prepare, Prevent & Protect Group
Protective Services Group

**DISASTER & EMERGENCY
MANAGEMENT**

Emergency Response & Coordination Command
Aviation Capability Group
Communications Group
Emergency Management & Coordination Group
Policelink Group
Road Policing Group
Specialist Response Group
Specialist Services Group

Marine Rescue Queensland
MRQ Operations
MRQ People & Capability

Olympic & Paralympic Games Group

State Emergency Service
SES Brisbane Region
SES Central Region
SES Far Northern Region
SES Northern Region
SES North Coast Region
SES Operations
SES People Culture & Sustainability
SES South Eastern Region
SES South Western Region
SES Strategy & Planning

Independent Financial Review

On 4 June 2026, the Independent Financial Review was released detailing a broad, organisation-wide financial assessment. The review outlines 21 recommendations spanning workforce and resourcing, financial management and budgeting, governance and assurance, procurement capability, and organisational accountability. QPS has established a dedicated Taskforce, supported by Queensland Treasury Corporation and the Department of the Premier and Cabinet, to oversee implementation of the recommendations and drive sustainable organisational reform.

The QPS remains committed to strengthening financial management, governance and organisational accountability while maintaining a strong frontline policing presence for the Queensland community.

100 Day Review of the QPS

In March 2025, then Commissioner Steve Gollschewski AO APM, commenced a 100 Day Review of the QPS to assess its alignment with the *Police Service Administration Act 1990* and identify opportunities to better support frontline policing and community safety. The review focused on strengthening frontline policing by examining resource, capability and wellbeing challenges, improving organisational efficiency through enhanced leadership and governance, rebuilding workforce morale and trust and increasing accountability through transparent decision making.

The review, released on 15 July 2025, made 65 recommendations. These recommendations provide a roadmap to refocus the QPS on its core policing responsibilities, improve workforce wellbeing and retention and strengthen frontline service delivery. The review also recommends a more decentralised and regionally responsive operating model to enhance organisational effectiveness and community safety.

In August 2025, the QPS established the 100 Day Review Implementation Program to restore frontline policing, improve community safety and support officer wellbeing, through workforce reprioritisation, governance reform and wellbeing initiatives. The Program remains focused on:

- redefining core policing functions under legislation
- reforming rostering, wellbeing support and fatigue management
- addressing attrition with flexible work, leadership uplift, and recognition reform
- shifting to a more decentralised operating model.

The QPS has implemented a strategic realignment to better support its frontline and restore workforce wellbeing, including:

- strengthening DFV capability by aligning it with broader organisational reform priorities
- establishing a strong governance framework
- focusing on strengthening frontline capacity by returning sworn members to operational roles and reducing administrative burden on police officers.

Watch-house Review

The QPS is progressing implementation of the 34 recommendations arising from the Watch-house Review, released in July 2025. The review examined the operation, management and design of watch-houses across Queensland and identified opportunities to enhance safety, consistency and service delivery for staff and people in custody.

The recommendations focus on strengthening governance, workforce capability and wellbeing, infrastructure, technology, and access to health and support services. The QPS remains committed to improve outcomes for vulnerable persons in custody, reducing time spent in custody.

Locations

QPS delivers its services from various types of facilities throughout the state including:

Police facilities	341
Police neighbourhood beats and shopfronts	52
Mobile police beats	27
Headquarters and regional offices	8
District offices	15
Communication centres and Policelink	15
Police academies	2
MRQ bases and support centres	52
SES depots and offices	305

Each police district is further supported by a range of specialist units, including the Child Protection Investigation Units, Criminal Investigation Branches, Intelligence Units, Scenes of Crime and Scientific Units, Dog Squad Units, Forensic Crash Units, Road Policing Units, Prosecutions Corp and Water Police Units. Additionally, purpose-built investigation centres are strategically located at various stations and district offices across the state to respond to major incidents.

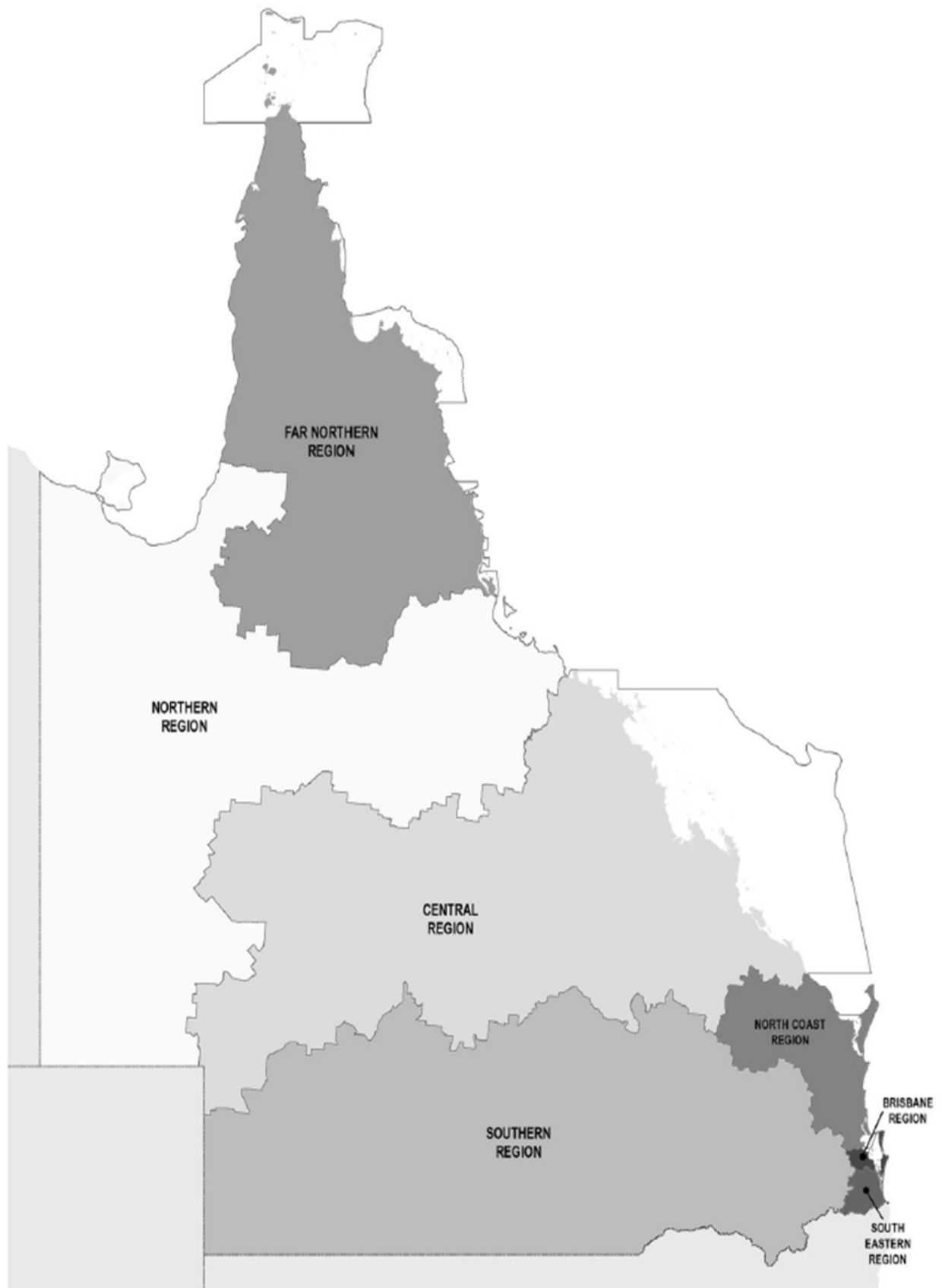
In 2025-26, the QPS delivered minor and medium capital works, as well as major capital investment projects, including:

- Burleigh Heads and Nambour Police Beats
- Kirwan replacement police facility
- Ripley new police facility.

In addition, the following capital works projects were under construction during the reporting period:

- Mackay police facility upgrade
- Maryborough police facility upgrade
- Mount Isa new residential accommodation
- Proserpine replacement police facility.

Police regions map



Financial Summary

Summary of financial performance

The following table summarises the operating result and financial position for the QPS for 2025-26 and the previous financial year.

Statement of comprehensive income	2025-26 \$'000	2024-25 \$'000
Total income from continuing operations	4,204,798	3,743,556
Total expenses from continuing operations	4,170,608	3,873,740
Total other comprehensive income	203,927	99,697
Total comprehensive income	238,117	(30,486)
Statement of financial position	2025-26 \$'000	2024-25 \$'000
Total assets	3,619,049	3,228,763
Total liabilities	642,699	552,834
Net assets/equity	2,976,350	2,675,929

Income and expenses from continuing operations

The QPS is committed to safeguarding the people, places and communities of Queensland through excellence in policing and community safety. The integration of the SES and the establishment of MRQ within QPS have strengthened Queensland's emergency management capability by bringing together policing, disaster preparedness and maritime rescue functions within a coordinated service delivery model. This integrated approach enhances collaboration, operational readiness and response capabilities across the state, supporting the effective delivery of emergency and disaster management services and contributing to safer, more resilient Queensland communities.

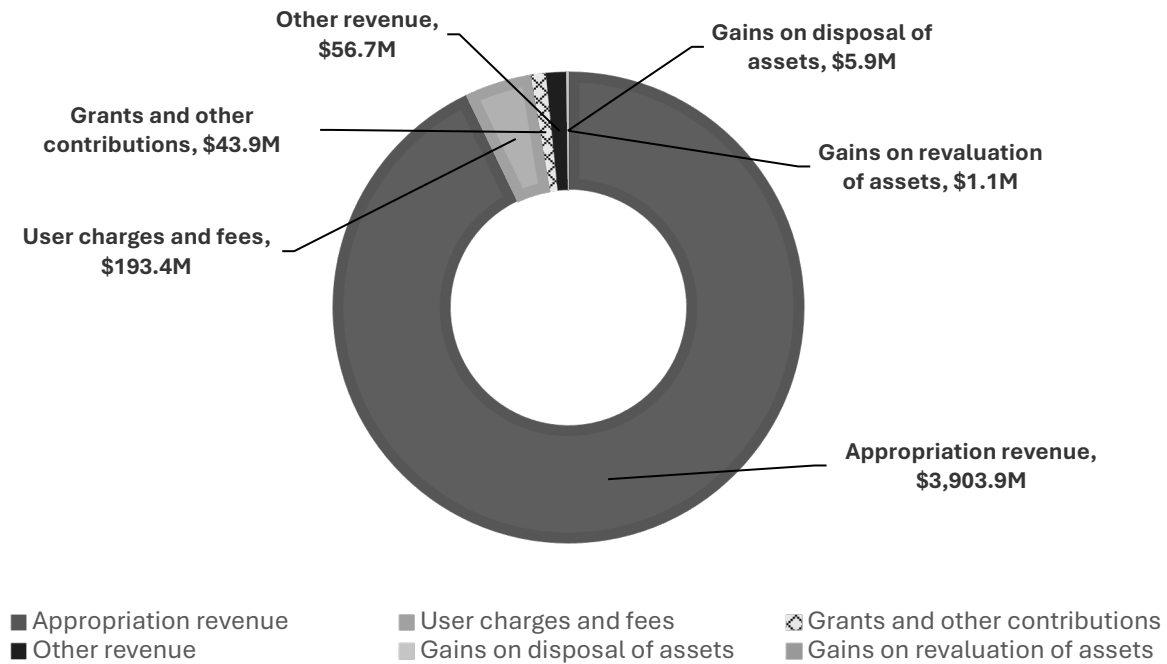
Funding for these services is primarily provided through parliamentary appropriations.

In 2025-26, the QPS recorded a surplus of \$34.190 million.

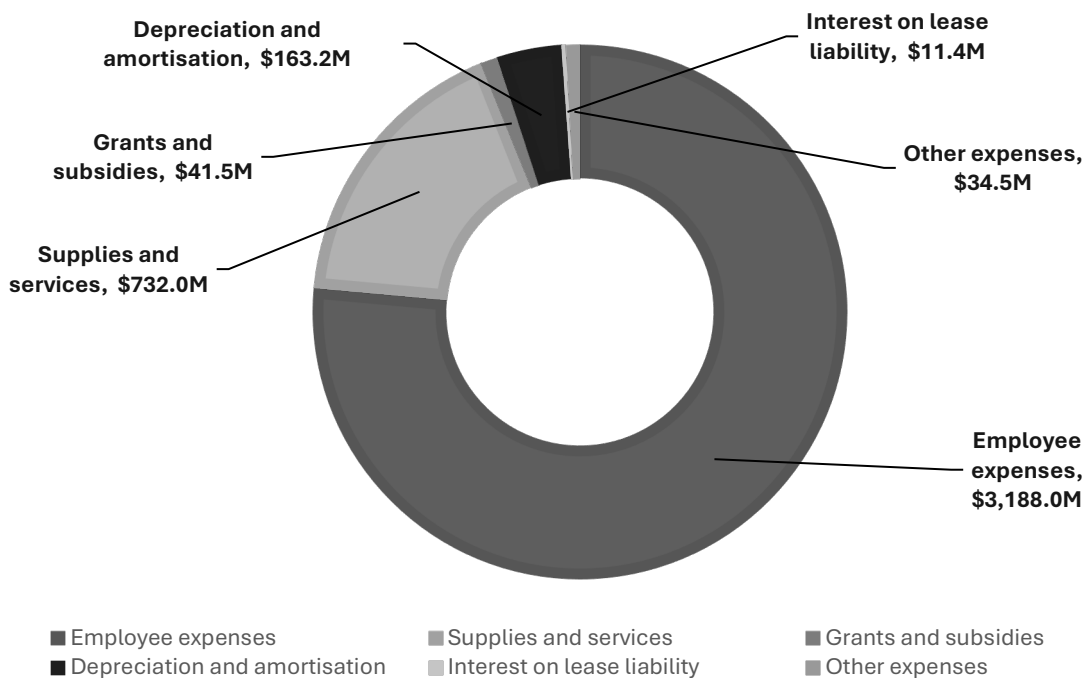
QPS remains committed to delivering safe and secure communities through innovation, collaboration and best practice. A summary of expenses incurred in delivering these services is provided below.

For 2025-26, the QPS received income from continuing operations totalling \$4,204.798 million and incurred total expenditure from continuing operations of \$4,170.608 million. This was comprised of:

Income



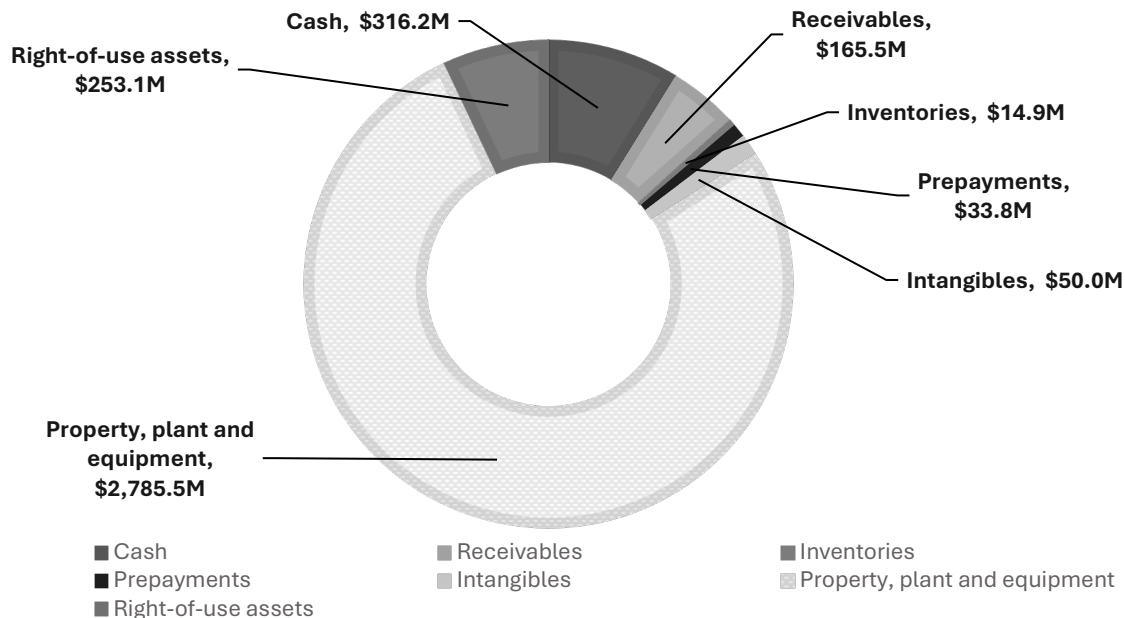
Expenses



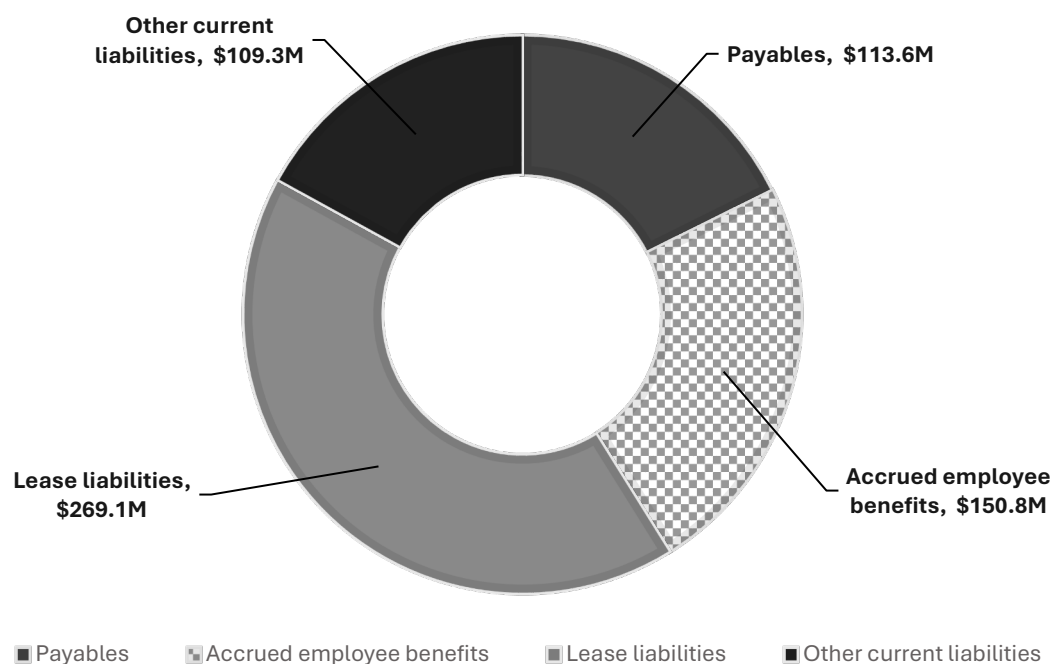
Summary of financial position

QPS was in a positive financial position at the end of the financial year. The total equity (assets less liabilities) of QPS at the end of 2025-26 was \$2,976.350 million. This is an increase from 2024-25 \$2,675.929 million which includes \$203.927 million increase in asset revaluation surplus. This was comprised predominantly of:

Assets



Liabilities



Events occurring after balance date

Following the completion of Tranche 1 in 2024-25, under which specific Frontline Digital Division functions supporting other departments were transferred from QPS to Queensland Fire Department (QFD) and Queensland Health (QH), the remaining functions comprising Tranche 2 will be transferred from QPS to QFD and Queensland Ambulance Service (QH) effective 1 July 2026, as prescribed by the *Public Service Departmental Arrangements Notice (No. 3) 2026*.

There were no other events occurring after balance date that management considers would have a material impact on the information disclosed in these financial statements.

Key performance measures – Police and Community Safety

The services provided by the QPS are designed to uphold and administer the law responsibly, fairly and efficiently; to preserve peace and good order; to protect and support the community; to prioritise the safety of victims of DFV and other serious offences; to work toward fair, just and lasting outcomes for victims and offenders; to coordinate responses to disaster events and emergencies; and to promote road safety. This includes, but is not limited to:

- working with partner agencies to reduce victim of crime numbers and providing support through victim-centric and trauma-informed approaches
- working to prevent and reduce youth crime
- working with partner agencies and service providers to ensure perpetrators are held to account
- protecting property and personal safety
- maintaining public order and safety during disasters and major events
- working with partner agencies and service providers to reduce demand on the criminal justice system and address over-representation of vulnerable groups, including First Nations people
- working collaboratively with partner agencies and stakeholders to minimise the impact of disaster events to ensure the Queensland community is kept safe and supported in their recovery
- preventing and responding to driver behaviours contributing to road trauma.

The following tables provide an overview of the key performance measures for the QPS for 2025-26. Data for 2024-25 is sourced from the QPS 2024-25 Annual Report unless otherwise stated in the notes.

Service Area: Police Services							
Performance measures	Notes	Strategic Plan	2025-26 SDS	RoGS	2024-25 Actual	2025-26 Target /Estimate	2025-26 Actual
Percentage of offences against the person cleared within 30 days:	1,2,3	✓	✓				
• Homicide					73.6%	70-83%	71.6%
• Assault					54.6%	54-63%	51.5%
• Sexual assault					32.4%	48-57%	37.2%
• Robbery					55.3%	60-68%	60.8%
• Total personal safety					50.0%	54-61%	48.3%
Percentage of offences against property cleared within 30 days:	1,4	✓	✓				
• Unlawful entry					22.1%	18-21%	24.3%
• Other property damage					35.1%	25-27%	32.3%
• Motor vehicle theft					37.8%	36-40%	40.2%
• Other theft (excluding unlawful entry)					27.4%	26-28%	29.3%
• Total offences against property cleared					29.3%	28-30%	30.5%
Percentage of good order offences cleared within 30 days	1,5	✓	✓		72.0%	80-85%	70.0%

Rate of DFV-related offences per 100,000 population	1,6,7	✓	✓				
• Total personal offences					754	600-700	654.1
• Total property offences					278	200-300	239.3
Rate of crime victimisation per 100,000 population	6,7,8	✓	✓				
• Total personal offences					1500	<1200.0	1420
• Total property offences					4620	<4400.0	4670
Rate of repeat victimisation per 100,000 population	6,7,8	✓	✓				
• Total personal offences					383	<240.0	350
• Total property offences					2527	<2170.0	2562
Proportion of young offenders subject of a diversion who do not reoffend within the following 24 months		✓	✓		New measure	>60%	58%
Percentage of code 1 and code 2 incidents attended within 12 minutes (Triple Zero calls only)	9	✓	✓		74.5%	>80%	76.8%
Percentage of disaster management training participants with enhanced capability			✓		91%	80%	93%
Rate of complaints against police per 100 sworn staff	10	✓	✓	✓	13.1	<9.8	12.0
Road fatalities per 100,000 population	11	✓	✓		5.27	4.28	5.66
Hospitalised road casualties per 100,000 population	11,12	✓	✓		150.81	110	--
Cost of police services per person	13	✓	✓	✓	\$628	\$670	\$675
Agency engagement	14,15	✓			48%	>55%	51%
Culture	14,16	✓			73%	>73%	74%
Innovation	14,17	✓			54%	>54%	58%
Health, safety and wellbeing	14,18	✓			52%	>52%	50%
Organisational leadership	14,19	✓					
• Senior Managers					41%	>41%	46%
• Executive Group					36%	>36%	38%
Workforce diversity	20	✓					
• Women in Senior Officer, Senior Executive Service positions and above	20,21				32.1%	30.0%	33%
• First Nations	20,21				2.6%	4.0%	2.7%

• People with Disability	20,21, 22				4.8%	6.0%	5.2%
• People who speak a language other than English at home	20,21				3.9%	8.0%	4.9%
Discontinued measures							
Public perception of safety	23,24, 25	✓	✓	✓			
• Feelings of safety walking alone in neighbourhood during the night					43.6%	>50%	44.8%
• Feelings of safety travelling alone on public transport during the night					27.3%	>30%	28.1%
Satisfaction of members of the public who had contact with police in the last twelve months	23,26	✓	✓	✓	69.2%	>85%	70.3%
Public satisfaction with police dealing with emergencies and disasters	23,26	✓	✓	✓	67.8%	>85%	69.6%
Public confidence to contact the police to report DFV	23,26	✓	✓		60.1%	>75%	60.3%
Public perception of police integrity	23,26	✓	✓				
• Police perform their job professionally				✓	68.3%	>85%	68.6%
• Police treat people fairly and equally				✓	51.4%	>75%	52.3%
• Police are honest				✓	56.1%	>75%	55.9%
• I do have confidence in the police					64.5%	>85%	63.8%
• I trust the police					66.1%	>75%	65.9%

Key

RoGS – Report on Government Services
SDS – Service Delivery Statement
Strategic Plan – QPS Strategic Plan 2025-29

Notes

1. Performance is reported against a range rather than a single figure. The target ranges for 2025-26 consider recent results and any known factors that are likely to have an impact in the reporting period. Upper and lower values account for past variation from the recent historical average.
2. The offence categories reported separately are those classified as 'violent' crimes and are the most significant personal safety offence categories in terms of their impact on the community. The 'total personal safety' offences figure also includes the offence categories of extortion, kidnapping, abduction and deprivation of liberty and other offences against the person. Homicide includes the offence categories of murder, attempted murder and conspiracy to murder.
3. The variance between the 2025-26 Actual and the 2025-26 Target/Estimate may be due to changes in volume of offences together with greater focus on the needs of victims, and unique characteristics of

reported offences regarding complexity, quality and availability of evidence or evidentiary requirements affecting the investigation and finalisation of these offences.

4. The offence categories reported separately are considered high volume property offences. The total property offences figure also includes arson, fraud and handling stolen goods.
5. Good order offences include offences relating to public nuisance, obstructing police and other offences against good order. An increase in good order offences generally indicates an increase in policing activity around public spaces and major events, and a range of related proactive policing strategies often focusing on liquor-related enforcement.
6. Rates of crime victimisation, repeat crime victimisation and DFV-related offending are above their respective targets mostly due to various societal influences.
7. To maintain consistency with reporting in other publications/forums, these measures have been amended to report as a rate per 100,000 population, not per 1,000 population.
8. The measure counts the number of people or addresses classed as a 'victim' of a personal or property offence in the preceding 12-month period and represents this as a rate per 100,000 population. The figure is separate and distinct from the rates of offending. It is possible to have a reduction of the number of victims without a reduction in offences.
9. Code 1 and 2 incidents include very urgent matters when danger to human life is imminent and urgent matters involving injury or present threat of injury to person or property.
10. 'Complaints' are defined as statements by members of the public regarding police conduct, including officers on, off or unknown duty, when a person was in police custody or had voluntary or involuntary dealings with the police. Sworn staff refers to a police officer employed by the QPS who has sworn the Oath of Office under the *Police Service Administration Act 1990*, delivering a police or police-related service to an external customer.
11. The variance between the 2025-26 Target/Estimate and the 2025-26 Actual is due to a number of societal influences and increased high-risk behaviours like drink and drug driving, distraction, failure to wear a seatbelt, speeding and fatigue that can vary throughout the year resulting in changes in numbers of road crashes.
12. The 2025-26 Actual is not available due to delays in receiving data sets which has resulted in Department of Transport and Main Roads being unable to calculate an Actual result for the 12-month period ending 31 December 2025. The most recent data received is for the 12-month period ending 30 September 2025, where the preliminary number of hospitalised road casualties is 8521 which equates to a rate of 150.81 hospitalised casualties per 100,000 population.
13. Cost of police services per person is the total cost of delivering policing services divided by the estimated population of Queensland. This measure is reported in line with the RoGS methodology. Supplies and services costs have increased mainly due to inflationary pressures in relation to plant and equipment, ICT software and hardware maintenance and property related costs including escalating lease costs.
14. Data for this measure is taken from responses of QPS employees to the whole-of-government Working for Queensland survey, conducted annually.
15. The measure describes employees' level of engagement with the organisation in relation to motivation, inspiration and pride.
16. The measure describes the extent to which employees feel confident about how unethical behaviour and discussions about ethical behaviours are managed in the workplace.
17. The measure describes the extent to which employees feel the QPS is capable of creating and/or adopting new ideas which result in more effective products, processes and services.
18. The measure describes the extent to which employees feel the QPS places a value on health, safety, and wellbeing of its employees.
19. The measure describes employee perceptions that senior leadership have the ability to lead the organisation to achieve its objectives with particular focus on performance and quality. Leadership also relates to senior leaders' ability to model appropriate workplace behaviours.

20. From 1 July 2023, revised sector-wide diversity targets were adopted. Data is based on substantive placements and includes paid and unpaid employees, excluding staff members engaged on a casual relief basis. Figures are based on self-reported data that is not mandatory which may result in under-reporting on at least some of the diversity categories included.
21. The QPS workforce generally changes at a slower rate compared to other agencies, and generally police officer positions are filled internally only. Consequently, it is challenging to achieve changes to the workforce except over an extended period.
22. Due to the operational requirements of police, the target is based on non-operational staff members only.
23. These service standards have been discontinued due to state and territory police agencies agreeing not to extend the National Survey of Community Satisfaction with Policing (NSCSP) contract beyond 30 June 2026.
24. Public perception of safety is secured from the NSCSP. The figure refers to the percentage of Queensland survey respondents who selected “very safe” or “safe” for each of the following activities:
 - walking alone in your neighbourhood during the night
 - travelling alone on public transport during the night.
25. The measures for feelings of safety on public transport are based on the entire survey population and includes those participants who have not used public transport. The figure is reported to match the existing RoGS standard.
26. Public satisfaction with police and perceptions of police are sourced from the results of the NSCSP. The NSCSP is a general community survey. Respondents to these questions may or may not have had contact with police in the last 12 months.

Key performance measures – SES

The services provided by the SES are designed to respond to disaster events and emergencies ensuring the safety of all individuals and communities affected. The SES provides a community-based, volunteer, all hazards response capability that prepares for and responds to disaster events and emergencies that affect Queensland communities.

Service Area: SES							
Performance measures	Notes	Strategic Plan	2025-26 SDS	RoGS	2024-25 Actual	2025-26 Target /Estimate	2025-26 Actual
Percentage of statewide SES volunteers that meet minimal operational training requirements	1	✓	✓		80%	65%	79%
Percentage of volunteers who are proud of, feel attached to, and are willing to recommend SES	2	✓	✓		80%	80%	81%

Key

RoGS – Report on Government Services

SDS – Service Delivery Statement

Strategic Plan – QPS Strategic Plan 2025-29

Notes:

1. This measure represents the percentage of active SES volunteers who have completed the most common minimum training competency of Storm Damage Operations and have a current Storm Damage Operator appointment.
2. The measure is sourced from the Volunteering for Queensland Survey conducted annually in April/May each year. The wording of the service standard has been amended from 'Volunteer engagement' to clarify for readers what is being measured. The definition and target are unaffected.

Key performance measures – MRQ

The services provided by MRQ are designed to deliver community safety in Queensland by preparing for and responding to maritime search and rescue incidents and disaster events at sea, ensuring the safety of all individuals and communities. MRQ provides locally led community-based volunteer search and rescue capabilities to those in, near or on blue water environments across Queensland.

Service Area: MRQ							
Performance measures	Notes	Strategic Plan	2025-26 SDS	RoGS	2024-25 Actual	2025-26 Target /Estimate	2025-26 Actual
Percentage of statewide Marine Rescue Queensland volunteers that meet the minimum training requirements	1	✓	✓		80%	65%	73%
Percentage of volunteers who are proud of, feel attached to, and are willing to recommend Marine Rescue Queensland	2,3	✓	✓		New Measure	80%	72%

Key

RoGS – Report on Government Services

SDS – Service Delivery Statement

Strategic Plan – QPS Strategic Plan 2025-29

Notes:

1. This measure represents the percentage of active MRQ volunteers who have completed national operational qualifications and training (to meet Australian Maritime Safety Authority requirements) and the minimum training requirements to performance legislative functions noted in the *Maritime Rescue Queensland Act 2024*.
2. The measure is sourced from the Volunteering for Queensland Survey conducted annually in April/May each year. The target is set to the same value as for volunteers of the State Emergency Service.
3. MRQ's internal review processes identified gaps in the volunteer experience in early 2026, which is reflected in the lower-than-target result. In response, MRQ has commenced a range of targeted initiatives and improvement activities to strengthen volunteer engagement. It is anticipated that these initiatives and improvement activities will contribute to improved results in the 2026–27 survey.

Jack's Law

In June 2025, Parliament passed the landmark *Making Jack's Law Permanent Bill*, allowing police to search for weapons beyond designated precincts to any public area, enabling faster, intelligence-led interventions wherever the need arises. The law empowers police to use hand held metal detectors (wanding devices) to detect and seize concealed weapons in public places. The *Police Powers and Responsibilities (Making Jack's Law Permanent) and Other Legislation Amendment Act 2025* commenced on 18 July 2025.

Under this legislation, officers can use a hand held scanner in a "relevant place" without the need to seek authorisation from a senior officer. A "relevant place" is defined as licensed premises, public transport stations, public transport vehicles, retail premises, safe night precincts, shopping centres, sporting or entertainment venues. The legislation also makes Jack's Law permanent by removing the sunset clause that scheduled initial expiry on 30 October 2026.

The *Expanding Adult Crime, Adult Time and Taking a Stronger Stance on Drugs and Anti-Social Behaviour Amendment Bill 2026* makes changes to the *Police Powers and Responsibilities Act 2000 (PPRA)* by adding a 'designated business and community precinct' as a "relevant place" under the PPRA from 1 July 2026. Under the amendments, officers will have the power to conduct hand held scanning of individuals in a designated business and community precinct, as they would with any other "relevant place".

During the reporting period from 1 July 2025 to 30 June 2026, the QPS recorded the following information:

- number of hand held scanner authorities issued: 1,114
- number of people who were required to submit to the use of hand held scanners: 164,218
- number of knives or other weapons that were detected using hand held scanners: 1,282
- number of times a power to search a person without a warrant was exercised under chapter 2, part 2, division 2 as a result of the use of hand held scanners: 1,230
- number of charges made against persons as a result of the use of hand held scanners: 5,137
 - *Weapons Act 1990*: 903
 - *Drugs Misuse Act 1986*: 3,120
 - *Police Powers and Responsibilities Act 2000*: 187
 - *Bail Act 1990*: 150
 - Other Legislation: 777.

Key highlights for 2025-26

This section reports on the objectives of the QPS Strategic Plan 2025-2029:

- **Healthy and engaged workforce** to build an engaged and capable workforce with health, safety and wellbeing of our people a priority
- **Community Safety** to deliver effective and responsive policing and community safety services, ensuring our communities are safe and feel safe
- **Engaged and trusted relationships** to provide better services through connected and trusted relationships
- **Effective and efficient service delivery** to deliver transformational reform, informed by insights, to innovate and strengthen our capability to deliver community safety services in a fiscally responsible manner.

The below is a snapshot of the key performance highlights from 2025-26 and is not representative of all work undertaken during the reporting period. For more information and to keep up to date with QPS news, follow QPS on social media or Mypolice blog (refer to page 1).

Strengthening Frontline Policing across Queensland

The QPS achieved a significant workforce milestone, welcoming more than 1,600 new police recruits within 18 months, increasing the number of officers past 13,000 for the first time, strengthening frontline policing across Queensland. The number of Drwn from diverse professional and cultural backgrounds, the recruits brought valuable skills, experience and perspectives to the service. Deployed across metropolitan, regional and remote districts, the new officers are enhancing frontline capability, supporting community safety and reinforcing QPS's commitment to meeting growing policing demands. This milestone reflects QPS's continued focus on workforce growth, capability and service delivery.

Since 1 November 2024 to 30 June 2026, the QPS had welcomed more than 1,950 new recruits into the Service, boosting the Service's frontline capability.

Community Protection and Public Child Sex Offender Register (Daniel's Law)

Since its commencement on 31 December 2025, the Queensland Community Protection and Public Child Sex Offender Register has enabled Queenslanders to make informed decisions to support the safety and wellbeing of children in their care.

During the first six months of operation up to 30 June 2026, the Register recorded significant community engagement, including:

- more than 381,000 visits to the Register website
- more than 44,000 locality search applications submitted by Queenslanders
- more than 200 parent and guardian disclosure applications received.

The parent and guardian disclosure application process enabled QPS to identify 14 reportable offenders. Safeguarding action was undertaken in more than one-quarter of all disclosure applications assessed, reinforcing the Register's role in supporting child safety and community protection.

Increased police powers in combating terrorism

The Queensland *Fighting Antisemitism and Keeping Guns out of the Hands of Terrorists and Criminals Amendment Act 2026* has had a direct operational and legal impact on the QPS by expanding police powers, responsibilities and enforcement capabilities, particularly in relation to firearms control and extremist activity.

The Act strengthens the QPS's role in proactive, preventative and intelligence-led policing by broadening enforcement across hate crimes, extremist behaviour and firearms related offences.

Through these reforms, the QPS continues its commitment to community-focused policing and supporting public safety while maintaining trust and engagement with the community.

Counter-terrorism exercises strengthen QPS readiness

The QPS conducted nine major counter-terrorism exercises across Queensland to strengthen the first response capability for active armed offender incidents in crowded places. During these exercises, all participating large shopping centres were able to test and validate their community messaging and procedures of 'Escape, Hide, Tell' - that will save lives. The exercises, delivered with support from the Australia and New Zealand Counter-Terrorism Committee, tested operational readiness, interagency coordination and decision making in realistic, high-pressure environments. These exercises reinforced QPS's commitment to ensuring officers are trained, equipped and ready to protect the community.

POLAIR – QPS's eye in the sky

POLAIR Queensland provides critical aerial capability in support of frontline policing, enabling enhanced situational awareness, improved officer safety and more coordinated responses to complex and high-risk incidents. The POLAIR capability supports a broad range of operational requirements, including offender apprehension, search and rescue activities and the provision of real-time intelligence during emergencies and major events, strengthening the Service's ability to protect the community across Queensland.

During 2025-26, POLAIR achieved a significant expansion of its statewide footprint through the establishment of a dedicated North Queensland capability. This included the introduction of three Bell 429 helicopters operating from Townsville and Cairns under a new service delivery model, providing sustained aerial support across North Queensland. The transition to full operational capability was formalised in April 2026, with aircraft and mission systems aligned to those deployed in South East Queensland to ensure consistency of the capability statewide.

A key milestone was the official launch of the POLAIR capability in Cairns on 20 May 2026, supported by a newly established base and supporting infrastructure at Cairns Airport. This expansion with the Bell 429 fleet further enables rapid aerial response across vast and remote areas of Far North Queensland, significantly improving response times and operational reach in challenging environments.

The POLAIR capability has also continued on the Sunshine Coast with the introduction of a full-time base at Caloundra. A cohort of new Tactical Flight Officers based on the Sunshine Coast have commenced operations, providing airborne law enforcement capabilities to the Moreton Bay region in addition to the Sunshine Coast.

During 2025-26, POLAIR Queensland:

- responded to 5,311 calls for service and were the first QPS response on scene for 1,868 incidents, providing situational awareness and supporting operational decision making
- maintained safer communities by responding to 1,244 priority code 1 and 2 jobs in under 12 minutes
- assisted with 264 searches, including missing and vulnerable persons
- minimised the impact to victims of crime by responding to 1,212 unlawful use of motor vehicle jobs and through the recovery of 626 stolen vehicles
- employed airborne law enforcement tactics, techniques and procedures to support the frontline through the apprehension of 2,373 offenders, including 628 young offenders
- attended 603 serious DFV incidents as a first response capability and have been involved in containing or locating 354 respondents.

In addition, the QPS used Remotely Piloted Aircraft Systems capability for investigations, intelligence gathering and incident response. During 2025-26, POLAIR authorised 2,435 requests for remotely piloted aircraft operational flights within Civil Aviation Safety Authority guidelines.

Enhancing Officer Safety and Emergency Response Capability

During 2025-26, the QPS completed the rollout of 12,500 Tactical First Aid Kits to frontline officers across the state, strengthening officer safety and operational capability. The kits contain critical trauma care equipment, including tourniquets, compression bandages and chest seals, enabling officers to provide immediate lifesaving intervention during high-risk incidents involving serious injuries. This ensures officers are better equipped to protect themselves, their colleagues and members of the community while responding to emergency situations.

Rollout of Taser 10 Devices

The QPS commenced the statewide rollout of Taser 10 devices during 2025-26, which will continue into 2026-27, representing a significant enhancement to officer safety and operational capability. The Taser 10 features increased range and accuracy, multi-shot capability, and enhanced data collection functionality, enabling officers to maintain safer stand-off distances and respond more effectively to dynamic incidents. The rollout will continue in 2026-27.

To support the rollout, QPS Operational Training Services delivered a comprehensive training program to ensure the safe and effective deployment of the new technology. During the reporting period, 612 instructors were trained across Queensland and subsequently delivered training to more than 4,000 operational users. Training incorporated scenario-based exercises that reflected real-world policing environments and reinforced tactical communication and de-escalation principles.

Two new police beats boost policing presence

Two new police beats in Nambour and Burleigh were established in 2025-26 to enhance police visibility, strengthen community engagement and support local safety. These facilities provide an additional operational base for frontline and specialist policing activities, improving responsiveness to community needs and supporting safer communities.

Operation Yankee Forge

In February 2026, the QPS launched Operation Yankee Forge, a statewide initiative aimed at reducing victimisation and targeting offenders responsible for the greatest harm in Queensland communities. The operation brought together local police and specialist units to focus on high-harm offending in identified high-crime locations.

Operation Yankee Forge concentrated on unlawful use of motor vehicles, robbery and unlawful entry offences. Through a highly visible policing presence and targeted enforcement activities, the operation sought to prevent, disrupt and investigate criminal activity while enhancing community safety.

The operation was designed to address offences that have a significant impact on everyday Queenslanders by reducing victims of crime, supporting frontline policing efforts and delivering a smarter, more targeted operational response.

Across the state, local knowledge and expertise were combined with district and specialist capabilities to deliver a coordinated and timely approach to crime reduction. Local resources included investigators and personnel from Tactical Crime Squads, Intelligence Offices, Dog Squad, Scenes of Crime and Crime Prevention units. These capabilities were supplemented by specialist support from the State Flying Squad, Public Safety Response Team and Youth Co-Responder teams.

Since its inception on 27 February to 30 June 2026, Operation Yankee Forge resulted in:

- 4,737 offenders
- 12,636 charges
- 7,754 unlawful entry charges
- 4,038 unlawful use of a motor vehicle charges
- 844 robbery charges.

Operation Marshall

Operation Marshall commenced on 1 July 2025 following the successful completion of Operation Unison on 30 June 2025.

A combination of disruption strategies and targeted tactical enforcement activities was implemented to address youth offending and associated criminal activity. These activities included the deployment of Remote Piloted Aerial Systems where available, coordinated tyre deflation sites, and the use of Automatic Number Plate Recognition and closed-circuit television networks to enhance operational capability and intelligence gathering.

High-visibility patrols were conducted at crime hotspot locations, including parks, shopping centres, fast food outlets and service stations. Additional proactive activities included hand held scanning operations

within Safe Night Precincts, transport hubs and on associated public transport services. High-visibility neighbourhood deployments also provided opportunities for officers to engage directly with community members, discuss local policing concerns, and deliver crime prevention advice and security assessments where required.

Operation Marshall further included patrols of high-risk infrastructure and locations frequented by the public, including hospitals, places of worship, schools, tertiary institutions and airports. Complementing these activities were targeted high-visibility enforcement operations and road safety initiatives addressing priority policing issues, including hooning behaviour.

From 1 July 2025 to 30 June 2026, Operation Marshall resulted in:

- 7,655 offenders, comprising 1,687 juvenile offenders charged with 2,870 offences
- 12,566 charges
- 68,316 street checks
- 59,778 random breath tests.

Tablelands Property Crime Unit

The QPS Tablelands Property Crime Unit, was established in February 2026, to target repeat offenders, stolen vehicles and serious property crime across Far North Queensland.

The unit brings together detectives and plain-clothes officers working alongside specialist resources including the Far North Tactical Crime Squad, Dog Squad, general duties police and POLAIR. This coordinated approach enhances the QPS's ability to disrupt offending, respond to emerging crime trends and hold offenders to account.

Building on the success of the Cairns Property Crime Unit, the Tablelands Unit provides a targeted, intelligence-led response to property crime, strengthening frontline capability and supporting community safety across the region.

Officers work collaboratively to reduce harm in the community and maintain pressure on repeat offenders, with continued operations focused on preventing and disrupting property crime in Far North Queensland.

Since its inception on 21 February 2026 to 30 June 2026, the Tablelands Property Crime Unit has charged 165 offenders with 697 offences.

New Ripley Police Facility

Frontline policing was strengthened in Ipswich's growing western corridor with the opening of the Ripley Police Facility, a major new district hub supporting community safety now and into the future.

The purpose-built facility, which officially opened in May 2026, serves as the Ipswich District Headquarters. It accommodates around 200 personnel and has delivered an additional 30 frontline officers to the district, enhancing visibility and rapid response capability across the region.

The facility brings together key operational and investigative units under one roof, including the Criminal Investigation Branch, Child Protection and Investigation Unit, Vulnerable Persons Unit, Forensics, and District Intelligence. This integrated approach improves coordination, operational efficiency and outcomes for victims.

Designed to meet the needs of a rapidly expanding population, the Ripley Police Facility supports communities across Ripley, South Ripley, Swanbank and surrounding areas.

The modern facility provides a significant uplift in policing capability, equipping officers with contemporary resources and infrastructure to deliver effective, intelligence-led policing and enhance community safety across the Ipswich area.

Operational initiatives delivering safer communities

Across Queensland, targeted operations delivered significant outcomes in disrupting organised crime, reducing recidivist offending, enhancing community safety and preventing criminal activity through intelligence-led enforcement and strong multi-agency partnerships.

- **Operation Xray Lox** targeted an organised criminal syndicate responsible for the theft of late-model Toyota Land Cruiser's across South East Queensland allegedly intended for export to the United Arab Emirates for resale. The operation solved 66 theft and attempted theft offences, recovered 15 stolen vehicles and led to eight offenders being charged with 379 offences. Strong partnerships with interstate and national agencies supported the disruption of a network linked to more than \$9 million in stolen vehicles.
- **Operation Xray Steeler** coordinated intelligence-led, high-visibility policing activities to address priority crime trends and high-risk offenders across the South Brisbane district. The operation resulted in 1,925 offenders, including 375 juvenile offenders, being charged with 5,646 offences, including 78 robbery charges and 1,727 unlawful entry and vehicle-related offences. The initiative demonstrates the effectiveness of a coordinated district-wide approach to reducing community harm.
- **Operation Whiskey Firestorm** operating from 1 January 2025 to 31 December 2025, was a statewide initiative to strengthen firearms safety, compliance and the disruption of illicit firearm activity across Queensland. The operation contributed to a 6.6% reduction in firearms reported stolen. The successful strategies of Operation Whiskey Firestorm and risk-based approach have since been embedded into business-as-usual policing strategies, ensuring ongoing community safety benefits.
- **Operation Xray Volt** concluded a long-term investigation into the trafficking and distribution of dangerous drugs across Queensland. The operation resulted in 51 offenders being charged with 220 drug and weapons offences and the seizure of cash, firearms, luxury vehicles and significant quantities of illicit drugs. Coordinated enforcement activity across multiple regions disrupted established trafficking networks and reduced the availability of dangerous drugs within the community.

Disrupting Organised Crime

The Bayside Property Crime Team led a coordinated investigation into more than 60 linked break and enter offences targeting businesses across Southeast Queensland, impacting more than 40 businesses and causing over \$200,000 in damages. Through intelligence-led investigations and coordinated enforcement action, police arrested three offenders, including one primary offender charged with 52 offences. The investigation cleared more than 48 offences across 12 patrol groups, disrupting organised property crime.

Breaking down barriers to DFV reporting in the Isaac region

During 2025-26, the Mackay Whitsunday District strengthened specialist DFV responses in rural and regional communities through the expansion of the High-Risk Team response into the Isaac region and continued its embedded DFV officer initiative with Mackay Women's Services.

The Isaac High-Risk Team trial addressed a regional service gap across Moranbah, Clermont, Nebo, Dysart and Middlemount, resulting in 24 engagements and improved culturally responsive pathways for First Nations victim-survivors. Following its success, the model transitioned to a permanent response.

The embedded officer initiative provided a specialist QPS DFV officer within Mackay Women's Services two days per week, supporting 75 recorded engagements and creating an alternate trauma-informed pathway for victim-survivors and practitioners to access police advice and support.

Mount Isa District Youth Crime Reduction Initiative

Mount Isa District has achieved significant reductions in property and youth-related offending through targeted, intelligence-led policing and strong community partnerships. Focused operations addressing recidivist youth offenders, combined with proactive patrols and engagement strategies, have disrupted offending patterns and reduced property crime rates. Collaboration with local stakeholders, schools and youth services has strengthened early intervention and diversion pathways, contributing to a decrease in youth crime incidents. High-visibility policing, offender management strategies and problem-oriented policing initiatives have enhanced community confidence and safety outcomes. These coordinated efforts reflect a sustained commitment to reducing harm, addressing underlying drivers of youth offending and delivering tangible crime reduction outcomes for the Mount Isa community.

Introduction and Roll Out of Starlink to Darling Downs and South West Districts

Following an organisation-wide investigation into known communications black spots, the QPS is trialling portable Starlink satellite communication kits in identified areas across the state. Thirty kits have been deployed, with additional units scheduled for installation in police vehicles. The first 'in-vehicle' kit was

deployed to Tara Police Station during early June 2026. This capability will enable reliable, uninterrupted communication for officers attending incidents in remote and rural locations, significantly enhancing operational effectiveness and officer safety. Several deployments to known black spot areas have already been undertaken with no impediment to clear and reliable communication identified.

Organised Crime Gangs Group (OCGG)

The OCGG comprising Taskforce Maxima units based in Brisbane and Coomera, Protracted Operations, the Gold Coast and Logan Major and Organised Crime Squads, and the OCGG Highway Patrol provided QPS's frontline operational capability in policing Outlaw Motorcycle Gang events across the state.

Working in close partnership with police districts, interstate law enforcement partners and Commonwealth agencies, the OCGG delivered a coordinated and intelligence-led response to criminal activity associated with organised crime groups.

During 2025-26, this resulted in:

- 691 gang members and criminal associates charged with 2,836 offences
- 45 official consorting notices issued to deter the expansion of criminal networks, supported by statewide assistance and learnings, resulting in 157 consorting occurrences across Queensland
- 30 operable privately manufactured firearms seized on the Gold Coast
- Operation Yankee Revelry/Skywalk, which resulted in the seizure of over 800 kilograms of cocaine, ice, ketamine and heroin across Queensland and New South Wales.

Protecting our children

The specialist Argos Unit is dedicated to investigating organised child exploitation, including technology-facilitated offences. Through proactive and reactive operations, Argos investigators target a wide range of websites, online platforms and mobile applications used by child sex offenders to engage with and exploit children.

The QPS continues to strengthen national and international partnerships to prevent, disrupt and investigate child exploitation. Argos victim identification specialists are embedded within the Australian Centre to Counter Child Exploitation, enhancing collaboration with the Australian Federal Police and strengthening national investigative capability to improve community safety outcomes.

The Argos Unit also plays a significant role in global law enforcement efforts, contributing expertise to international forums including the INTERPOL Specialist Group on Crimes Against Children and Europol's European Multidisciplinary Platform Against Criminal Threats on global covert internet investigations. Through these partnerships, the Unit supports coordinated international responses to combat child exploitation and protect vulnerable children.

During 2025-26, Argos investigators:

- contributed to the identification of 322 children in circumstances of sexual harm (nationally and internationally)
- arrested 73 child sex offenders on 913 criminal charges
- referred 417 cases to law enforcement agencies nationally and internationally.

In August 2025, the Argos Unit hosted its annual Youth, Technology and Virtual Communities Conference on the Gold Coast, centred on the theme 'Prevent, Protect, Prosecute', with a particular focus on recidivism. The conference brought together 406 delegates from 110 organisations across 13 countries and featured 77 national and international guest speakers.

State Flying Squad (SFS) focuses on crime hot spots

In January 2025, the QPS launched a strengthened SFS to respond to crime hotspots across Queensland. The SFS, comprising 58 specialist officers, provided targeted support to frontline police addressing high-risk DFV offenders, property crime, road safety and anti-social behaviour.

Between 1 July 2025 and 30 June 2026, the SFS deployed on 121 occasions resulting in:

- 923 adults charged with 2,832 offences

- 653 young persons charged with 1,971 offences
- 329 young persons diverted from the criminal justice system.

Operation XRAY MODRED

Operation XRAY MODRED targeted an organised crime network involved in large-scale money laundering associated with illicit tobacco sales across Queensland. Conducted in collaboration with interstate and national partners, the operation identified and disrupted sophisticated laundering methodologies, including the use of white-label ATMs, cash-in-transit services and interstate remittance channels.

During 2025-26, the operation resulted in:

- the seizure of approximately \$7.5 million in cash, including \$3.5 million seized in Queensland and further \$4 million seized in Victoria
- partner agency seizures of more than \$50 million in illicit tobacco products
- \$1.5 million in fines.

Youth Crime Group (YCG)

The YCG became permanent on 1 July 2025 to support QPS's response to high-harm and repeat youth offending through targeted prevention, compliance, and multi-agency intervention strategies. Working closely with the Department of Youth Justice and Victim Support (DYJVS) and other partner agencies, QPS strengthened leadership, governance, and the delivery of government priorities aimed at reducing youth offending and improving community safety.

The Youth Co-Responder Teams, comprising dedicated police and youth justice workers, were established as a permanent service model across all 15 police districts. This enduring partnership between the QPS and the DYJVS strengthened the early identification of at-risk youth to enhance support for young people and their families and improve monitoring of bail compliance. The integration of Child Safety Officers in selected locations further enhanced information sharing, frontline collaboration and coordinated interventions for children with complex protection and offending needs.

QPS will continue to work collaboratively with DYJVS and other agencies to maintain strong governance arrangements and support a coordinated, whole-of-government approach to addressing youth offending.

Right to Review Policy

On 2 March 2026, the QPS implemented the Right to Review Policy for victim-survivors of sexual violence, providing an accessible and transparent mechanism for individuals to seek a review of investigative or prosecutorial decisions relating to sexual violence matters.

The policy was developed in response to a recommendation of the *Women's Safety and Justice Taskforce Report 2* and was jointly led by QPS and the Office of the Director of Public Prosecutions, which introduced a complementary review process. While similar prosecution review mechanisms exist in other Australian jurisdictions, Queensland is the first and only state to establish a police-led Right to Review policy.

Under the policy, a victim-survivor may request a review of decisions to:

- not charge an identified suspect
- classify a matter as unfounded
- discontinue a charge or prosecution
- substantially alter or reduce a charge.

Since its introduction, six eligible reviews have been received, of which two were conducted by a Principal Legal Officer, and four were conducted by Sexual Violence Liaison Officers across the state. The policy represents a significant step in strengthening victim-centred and trauma-informed policing practices and reinforces QPS's commitment to continuously improving outcomes and experiences for victim-survivors of sexual violence in Queensland.

Digital Evidence Hubs strengthen crime fighting capability across Queensland

QPS has established a network of Digital Evidence Hubs to improve the secure extraction and management of digital evidence from mobile phones, tablets and other devices.

Following a successful pilot at Alderley in July 2025, these hubs have been established at Logan, Police Headquarters in Brisbane and Cairns, providing statewide support to investigators. The hubs use standardised technology and secure systems to extract and preserve digital evidence while maintaining evidential integrity.

By centralising specialist expertise, the hubs reduce the time investigators spend processing devices, enabling faster access to critical evidence and improving investigative outcomes across a range of crime types. The Digital Evidence Hub network is enhancing QPS's ability to manage growing volumes of digital evidence and strengthens a modern, future-focused approach to policing.

Enhancing Dog Squad capability

The QPS Dog Squad has achieved its highest operational capacity in 2025-26, with 95 handlers and 115 operational police dogs deployed across Queensland. Twenty-four new police dogs were trained and deployed to Mount Isa, Rockhampton, Ipswich, Brisbane, Sunshine Coast, Moreton, Townsville and Mackay, providing enhanced coverage in regional areas. New purpose-built vehicles equipped with air-conditioned pods were delivered and ensure the welfare of police dogs during transit.

Delivery of armoured vehicles and regional placement

In 2025-26, the Special Emergency Response Team acquired seven new light armoured vehicles, significantly enhancing their operational capabilities in specialist policing. These state-of-the-art vehicles are being strategically deployed across regional Queensland to ensure a rapid and effective response to high-risk incidents, improving safety for both police officers and the Queensland community. This initiative represents a critical investment in the protection of Queenslanders, enabling law enforcement to respond to complex and dangerous situations with greater efficiency and resilience.

Road Policing and dangerous driving behaviours

The QPS is focused on reducing road trauma throughout Queensland. Through targeted covert and high-visibility enforcement operations, QPS continues to address the most dangerous driving behaviours, which include speeding, impaired (drink and drug) driving, not wearing a seat belt, driving while fatigued and driver distraction and inattention.

In 2025-26, the QPS conducted:

- over 2.5 million Roadside Breath Tests, leading to the detection of approximately 17,000 drink drivers
- more than 59,000 Roadside Drug Tests, resulting in approximately 13,000 drug driving offences.

These sustained enforcement activities are part of QPS's broader strategy to reduce high-risk behaviours on Queensland roads.

Targeting anti-social and deliberate dangerous driving behaviours

The QPS continues to investigate and deter hooning behaviour as part of the broader commitment to reducing road trauma and enhancing community safety.

In 2025-26, enforcement activities have resulted in:

- 175 vehicles being impounded (47 of which were forfeited)
- 196 vehicles being immobilised
- 86 persons charged with offences relating to unlawful participation, spectating or promoting a group hooning event.

Operation Interpose

In April 2026, Operation Interpose was launched as a statewide year-round road safety operation, building on the success of major road safety operations. Road safety remains an operational focus with ongoing commitment to reducing road trauma across Queensland. The operation incorporates a range of road

safety strategies through highly visible enforcement, targeted interventions, and community engagement aimed at influencing safer road user behaviour.

As at 30 June 2026, officers had conducted more than 542,490 random breath tests. These enforcement activities resulted in the detection of 3,374 drink driving offences and 2,528 drug driving offences. In addition, drug driving offences accounted for approximately one in four roadside drug testing outcomes, demonstrating the significant scale of roadside drug testing undertaken by the QPS to deter dangerous driving behaviours and improve road safety outcomes.

Operation Interpose supports and further complements local and district efforts, adapting to the unique needs and challenges of each region.

QPS Road Safety Campaign Operation X-Ray Mistletoe

In December 2025, the Road Policing Group and Media and Public Affairs, in partnership with the Motor Accident Insurance Commission, launched a drink driving social media campaign in the lead up to Christmas to deter unsafe behaviours. The social media campaign was targeted at high-risk groups across Queensland to deter impaired driving over the Christmas period in support of the broader Queensland road safety campaign for Operation X-Ray Mistletoe. The campaign was deemed to be highly successful, with a reach of more than 7.6 million people.

MRQ Mornington Island expands marine rescue services to the Gulf region

In August 2025, Volunteer Marine Rescue Association Queensland Mornington Island joined MRQ and became the sixteenth rescue unit to join the service, and the first in the Gulf Country. Remote communities can face challenges accessing essential services due to their isolation, so maintaining a marine rescue service in the islands provides an important community service.

Many people in the region rely on small vessels for transport, fishing and cultural activities. A dedicated marine rescue service that can provide a swift response during an emergency is vital as the community relies on the support of their experienced volunteers.

MRQ launches Training Academy on the Gold Coast

In May 2026, state-of-the-art, marine rescue training facility has officially opened near Jacobs Well in southeast Queensland, marking an important milestone in the history of Marine Rescue Queensland (MRQ).

The new facility will prepare volunteers to take on the unique challenges of marine rescue operations, serving as a central hub for delivering consistent, high-quality training programs as part of the MRQ Training Academy. MRQ established its own Registered Training Organisation in 2025, to offer volunteer members nationally recognised, commercially qualified training accreditation.

The location of the MRQ Academy is strategically important. It is in a diverse navigational area that can showcase almost all elements of the International Association of Lighthouse Authority buoyage system, including easy access to smooth, partially smooth and open waters along with three very different bar crossings.

The facility features training rooms, shared office spaces, a secure, dedicated hardstand area for vessel maintenance and training activities, as well as three dedicated marina berths for MRQ vessels.

SES celebrates 50 years

In 2025-26, the SES celebrated 50 years of dedicated service to Queensland communities, commemorating its establishment on 11 December 1975. The celebrations honoured the contributions of SES volunteers, reflected on their achievements and acknowledged the organisation's role in supporting Queenslanders through emergencies and disasters over five decades.

A central feature of the celebrations was a statewide flag relay, where commemorative anniversary flags toured the state and were signed by SES units and groups, symbolising a shared legacy of resilience and service. A reception hosted by the Governor of Queensland at Government House further recognised the tireless efforts of past and present SES members. The year-long celebrations culminated in a parade and community showcase in Brisbane on 6 June 2026. The parade brought together representatives from each region, who proudly carried the signed anniversary flags, while the streets of Brisbane turned orange as

current and former SES members, their family and friends, walked in celebration of half a century of service to Queensland.

SES Week

The annual celebration of SES Week ran from 18 to 24 August 2025 acknowledging the outstanding contribution, passion, hard work and commitment of SES staff and volunteers. The week concluded with the Queensland SES State Awards Ceremony where the most outstanding and exemplary volunteers were recognised and awarded for their service.

Strengthening Disaster Response Capability in Moreton Bay

In December 2025, the SES officially opened a new purpose-built depot at Deception Bay, enhancing the disaster response capability in the Moreton Bay region. The expanded facility provides significantly increased operational, training and storage capacity, enabling the SES to support a larger volunteer workforce and strengthen preparedness for emergency events. The Deception Bay SES is now better equipped to respond to severe weather, floods and other emergencies, supporting safer and more resilient communities across the region.

Enhancing Disaster Communications in Remote Communities

The QPS disaster response capability has been strengthened in Far Northern Queensland through the deployment of Airbridge Resilient Network Infrastructure (ARNI) communication trailers for the SES. Equipped with Starlink satellite connectivity, high-capacity battery systems and WiFi capability, the trailers can rapidly restore critical communications and internet connectivity when traditional networks are disrupted during disasters such as floods, cyclones and other severe weather events.

The mobile units further support frontline disaster operations by enabling emergency responders to establish temporary communication and coordination hubs in isolated communities.

The ARNI communication units were successfully deployed during Tropical Cycles Koji in January 2026 and Narelle in March 2026. This capability enhances the ability of emergency responders to support isolated communities, maintain critical communications and improve coordination during severe weather events and other emergencies.

Queensland turns orange to celebrate Wear Orange Wednesday

On 20 May 2026, Queenslanders united in orange to celebrate Wear Orange Wednesday (WOW Day) and honour the efforts of SES volunteers across the state. Held during National Volunteer Week, WOW Day is dedicated to thanking SES volunteers for their commitment to supporting communities during disasters and emergencies.

Schools, businesses, community groups and individuals across the state joined the celebration by donning orange in a bright display of solidarity.

QPS preparing for Olympic and Paralympic Games 2032

QPS maintains a dedicated full-time Games planning capability through the Olympic and Paralympic Games Group (OPGG), which provides specialist strategic, operational and protective security advice to Government and Games stakeholders, including the Games Independent Infrastructure and Coordination Office, the Brisbane 2032 Organising Committee and the Department of Sport, Racing and Olympic and Paralympic Games. OPGG also supports whole-of-government coordination, ensuring security and safety considerations are embedded in cross-government planning, coordinated decision making, and the identification of risks and issues relating to Games delivery priorities. During 2025-26, OPGG conducted 606 stakeholder engagements across Commonwealth, State and Games partner organisations, supporting protective security planning, venue and precinct security requirements, Games overlays and broader operational preparedness activities.

Video Recorded Evidence-in-Chief

The QPS understands that the court process can be challenging and traumatic for victim-survivors of domestic and family violence, who are often required to recount their experiences multiple times throughout an investigation and prosecution. Time passing, combined with the impacts of trauma sustained, can make recalling events difficult and distressing.

From 1 January 2026, Video Recorded Evidence-in-Chief (VREC) was implemented statewide, enabling trained officers to capture a victim-survivor's account through an audio and video recording at an earlier stage of the investigation in a more trauma-informed manner, preserving evidence closer to the time of the offending while reducing the need for repeated retelling of traumatic events. VREC represents a significant advancement in trauma-informed policing and victim-centred responses. QPS supported the rollout through specialised training, frontline resources and system enhancements, enabling consistent application across Queensland.

Between 1 January and 30 June 2026, police obtained 665 VREC statements statewide, supporting a victim-centric and trauma-informed approach to domestic and family violence investigations. By allowing a recorded statement to be used as a victim-survivor's evidence-in-chief during criminal proceedings, VREC can replace traditional written statements and reduce the number of times victim-survivors are required to recount their experiences. This approach helps minimise re-traumatisation and repeat victimisation, strengthens engagement with the justice process, and supports the delivery of safer, more responsive outcomes for victim-survivors. It also ensures perpetrators are held to account through the preservation of timely and reliable evidence.

Referral services to support vulnerable persons

The QPS continued to prioritise early intervention by connecting vulnerable community members with support services through a network of more than 530 providers, helping to address DFV, mental health, alcohol and drug misuse, homelessness and other social vulnerabilities.

During 2025-26, the QPS submitted over 135,000 referrals to support a wide range of needs, including over 50,000 for DFV-related matters, more than 12,000 for mental health support, over 5,700 for homelessness and more than 14,500 collectively for alcohol, drug support, aged care, parenting and youth support.

Electronic Monitoring Device Pilot

In October 2025, the QPS commenced a two-year Electronic Monitoring Device pilot in Townsville and Caboolture, representing a significant initiative to strengthen responses to high-risk DFV. Under the pilot, the Magistrates Courts will have the power to impose electronic monitoring conditions on Domestic Violence Orders for eligible high-risk respondents, enhancing the ability of police to monitor compliance with court-imposed conditions and respond proactively to escalating risk.

The GPS-enabled devices strengthen monitoring and compliance with court orders, increase accountability for persons using violence, and support timely police responses to potential breaches or concerning behaviours. As part of the pilot, victim-survivors may also choose to carry a personal safety device that provides alerts if a person using violence breaches their order or enters a specified proximity zone, enabling victim-survivors to immediately enact their safety plan and take informed actions to protect their safety and wellbeing.

The pilot also places victim-survivors at the centre of the response by enhancing access to safety planning, risk information and tailored support services, while increasing oversight of high-risk offenders and reinforcing compliance with court orders. QPS supported implementation through targeted training, operational guidance and dedicated resources for frontline officers, ensuring the effective and consistent application of the initiative.

During 2025-26, electronic monitoring devices were placed on 16 persons using violence, contributing to enhanced victim-survivor safety, strengthened compliance with court orders and increased accountability for DFV offenders.

DFV Reform

In August 2025, new legislation was introduced to strengthen protection for DFV victim-survivors and enhance police powers to intervene earlier and hold perpetrators to account.

From 1 January 2026, legislative reforms empowered police to issue Police Protection Directions (PPD), providing an immediate and enforceable mechanism to protect victim-survivors and other persons at risk. PPDs require a person to comply with enforceable conditions for up to 12 months, supporting earlier intervention where court action is not required. The reforms place victim safety at the centre of decision making and enables earlier intervention. PPDs strengthen protection for victim-survivors while reinforcing accountability for perpetrators and helping to prevent further violence.

The legislation also enables courts to impose GPS electronic monitoring on high-risk offenders, particularly those who breach orders or directions. Victim-survivors may also access personal alert devices to support safety planning.

These measures strengthen QPS's ability to respond swiftly, prevent further harm and reinforce a zero-tolerance approach to DFV, while maintaining existing investigative safeguards and oversight.

QPS honours NAIDOC Week, with a renewed focus on legacy and the next generation

The QPS proudly honoured NAIDOC Week in July 2025 with a flag-raising ceremony and cultural performance at Police Headquarters in Brisbane. The ceremony brought together police, staff, Elders and community members to reflect on the strength, vision and legacy of Queensland's First Nations communities.

The NAIDOC Week theme in 2025 was '*The Next Generation: Strength, Vision and Legacy*', highlighting the powerful role that young people play in carrying forward the stories, culture and leadership of their Elders.

QPS celebrates NAIDOC Week as part of our ongoing commitment to the Reframing the Relationship Plan 2024–2027, which aims to strengthen partnerships, listen deeply and ensure First Nations perspectives are embedded in everything we do.

Twelfth Annual First Nations Mayors Summit: Strengthening community voice and decision making

In October 2025, members of the QPS joined mayors and council representatives from discrete First Nations communities and the Torres Strait Islands at the twelfth annual First Nations Mayors Summit in Cairns. This significant gathering reflected QPS' ongoing commitment to strengthening enduring partnerships and building mutual trust through open, respectful dialogue. By prioritising collaboration, listening and engagement, QPS and community leaders continued to work together to support stronger, safer communities. The Summit provided community representatives with a direct platform to raise local priorities and discuss opportunities to improve community safety. The theme, *Strong Communities, Safe Futures*, highlighted the shared responsibility of QPS and First Nations community leaders to move beyond consultation towards lasting change, ensuring communities are not only safe, but feel safe. For the first time, the agenda was shaped by the Mayors Working Group, ensuring community voices remained central to conversations about safety and policing.

The Summit provided an important opportunity for Mayors and council representatives to engage directly with the Commissioner, QPS executives and regional leaders, and external government partners. The event reinforced the Service's commitment to Queensland's First Nations communities and to strengthening community safety through genuine partnership. Key outcomes included the re-establishment of Mayors Working Group meetings, and the co-design and delivery of the first draft Community Safety Charter with Mayors. The Charter strengthens shared accountability and aligns QPS efforts with local Community Safety Plans.

Queensland Police Pipes and Drums performed at the Royal Edinburgh Military Tattoo

The Queensland Police Pipes and Drums (QPP&D) was selected to perform at the Royal Edinburgh Military Tattoo in Brisbane from 12-15 February 2026 and in New Zealand from 19-21 February 2026. The prestigious event brought together world-class military bands and performers in a spectacular celebration of music, culture and tradition.

For more than 60 years, the QPP&D has proudly represented the QPS across the state and beyond, honouring our Service and strengthening community connections through music.

Governance

Executive Management profiles

The QPS Senior Executive Team is comprised of the following members (as at 30 June 2026):

Brett Pointing APM

Acting Commissioner (from February 2026)

The Commissioner is responsible for the efficient and proper administration, management and functioning of the QPS.

The Commissioner provides the business direction and represents the organisation at local, community, state, national and international forums as well as ceremonial functions.

The Commissioner is a Chairperson, Council Member and Board Member on numerous national boards, committees and professional organisations. He also performs the role of Patron and Ambassador for a number of police and community groups.

Significantly, the Commissioner is a representative on the Australian Criminal Intelligence Commission, Australia New Zealand Policing Advisory Agency and Australian Institute of Police Management Boards.

During 2025-26, Shane Chelepy was acting Commissioner from July to August 2025. Steve Gollschewski returned as the Commissioner in September 2025 before retiring in January 2026.

Cheryl Scanlon APM

Deputy Commissioner, Specialist Operations

The Office of the Deputy Commissioner, Specialist Operations is responsible for providing expert, specialist and investigative support, advice and direction in all areas of crime, counter-terrorism, ethical standards, intelligence, forensic services and other specialist operations.

The Specialist Operations portfolio include the Crime and Corruption Commission (Police Group), Crime Command, Ethical Standards Command, Legal Division and Security, Counter-Terrorism and Forensic Services Command. Each portfolio delivers specialised, technical, logistical and operational support and advice to policing activities across the state to prevent, disrupt and investigate crime.

John Tims

Deputy Commissioner, Regional Operations

The Deputy Commissioner, Regional Operations portfolio oversees operations across all police regions in Queensland (Far Northern Region, Northern Region, Central Region, North Coast Region, Brisbane Region, Southern Region and South Eastern Region) and the State Custody and Property Group.

The Regional Operations portfolio oversees frontline policing priorities, not limited to, watch-houses, youth crime, road safety, DFV and mental health. It also covers a broad range of policing environments, such as rural and remote areas, metropolitan centres, First Nations communities and sectors including industry and mining, agriculture and tourism.

Mark Kelly APM

Deputy Commissioner, People and Assets

The Deputy Commissioner People and Assets portfolio is responsible for the strategic leadership and delivery of organisational capability across workforce, assets and enabling services within the QPS.

The portfolio brings together key functions relating to human resources, workforce analytics, infrastructure, fleet, property, equipment, and logistical support, ensuring that the organisation is appropriately resourced to meet current and future service demands. It focuses on building a sustainable and capable workforce while optimising asset management and service delivery across all operational environments.

The People and Assets portfolio supports whole-of-organisation priorities through the development and implementation of strategies that enhance workforce capability, wellbeing and performance, alongside the

effective planning, procurement and management of critical assets. This includes aligning people and asset strategies to operational requirements, emerging demand pressures and government priorities.

Operating across a diverse and complex policing environment, the portfolio underpins frontline service delivery by ensuring officers and staff are equipped, supported and resourced to respond to community needs. It also drives continuous improvement, innovation and reform in workforce and asset management practices.

Cathy Ford

General Manager, Office of the Commissioner

The General Manager, Office of the Commissioner is responsible for providing strategic leadership, organisational oversight and coordination of key corporate and operational priorities to support the Commissioner and Senior Executive Leadership Team. The role focuses on organisational performance, policy direction and service delivery outcomes for the Queensland community.

The Office of the Commissioner portfolio has direct responsibility for the Policy and Insight Division, Digital Strategy Group, Domestic, Family Violence and Community Engagement Group, Transformation Delivery Office, Media and Communications Division, State Discipline Office, Office of the General Counsel and the Office of the Chief Risk Officer. These functions collectively support strategic reform, operational effectiveness and organisational governance across the Service.

Chris Stream APM

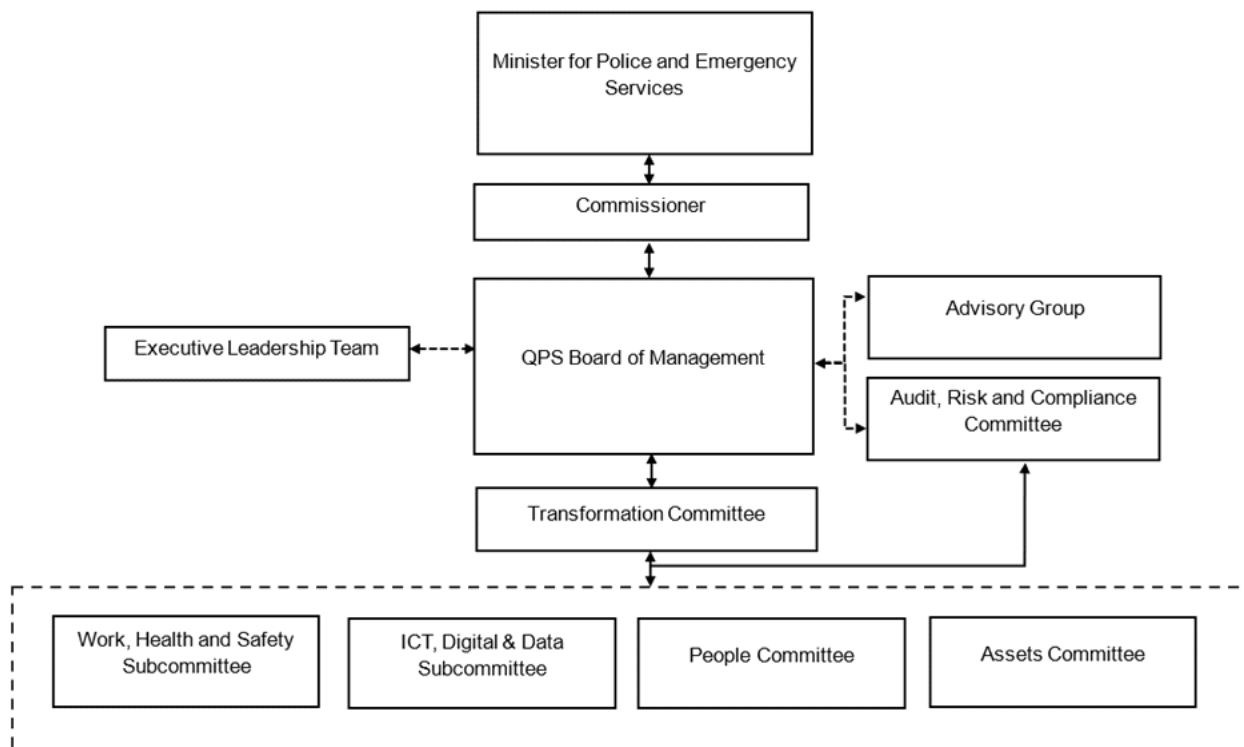
Deputy Commissioner, Disaster and Emergency Management

The Deputy Commissioner, Disaster and Emergency Management is responsible for overseeing specialist police capabilities, including road policing, and disaster response in Queensland through the Emergency Response and Coordination Command. The Deputy also oversees the Olympics and Paralympic Games Group, SES and MRQ.

Deputy Commissioner Stream is the appointed State Disaster Coordinator along with performing other key governance roles including board member of the Queensland Reconstruction Authority and other state and national committees.

Boards and Committees

The QPS Governance Framework as at 30 June 2026:



QPS Board of Management (BoM)

The purpose of the BoM is to set strategy, vision, tone, culture and risk appetite and drive performance for the Service.

The role of the BoM is to support and provide expert advice and endorsement to the Commissioner in making key decisions that deliver strategic or Service-wide impact. In doing so, the BoM advises on and oversees performance against strategic and organisational priorities.

The BoM meetings are chaired by the QPS Commissioner.

The BoM meets once a month or as determined by the Chair. In 2025-26, the BoM met on 13 occasions and considered two matters out-of-session.

Board Members

- Brett Pointing, A/Commissioner
- Cathy Ford, General Manager, Office of the Commissioner
- Mark Kelly, Deputy Commissioner, People and Assets
- Cheryl Scanlon, Deputy Commissioner, Specialist Operations
- Chris Stream, Deputy Commissioner, Disaster and Emergency Management
- John Tims, Deputy Commissioner, Regional Operations

Standing attendees:

- Malcolm Wilson, Chief Finance Officer, Finance and Procurement Division
- Michelle Holland, Chief Risk Officer, Office of the Chief Risk Officer

Key outcomes for 2025-26

During 2025-26, the BoM considered a number of significant matters including:

- implementation of the QPS 100-Day Review
- strengthening of the corporate governance framework
- financial performance and budget sustainability
- risk appetite and enterprise risk management
- workforce strategy and organisational capability
- ICT, digital and data priorities
- asset, fleet and infrastructure planning
- audit, assurance and compliance matters
- performance monitoring
- integrity, discipline and organisational culture
- health, safety and wellbeing reforms
- government priorities and election commitments
- the Independent Financial Review and implementation of recommendations
- procurement transformation
- significant projects and programs of work.

QPS Transformation Committee

The purpose of the QPS Transformation Committee is to:

- oversight governance of the portfolio of improvement work that the QPS is undertaking to support successful delivery of the Transformation Portfolio
- prioritise the key project work that is required for the delivery of benefits to the frontline and the communities we serve
- support fiscal sustainability of the QPS
- ensure horizontal integration across subcommittees to foster collaboration in strategic efforts.

The committee meets fortnightly or as determined by the Chair. During 2025-26, the Committee met on 28 occasions.

Committee members

- Clare Miller, Executive Director, Transformation Office (Chair)
- Cathy Ford, General Manager, Office of the Commissioner
- Mark Kelly, Deputy Commissioner, People and Assets
- Cheryl Scanlon, Deputy Commissioner, Specialist Operations
- Chris Stream, Deputy Commissioner, Disaster and Emergency Management
- John Tims, Deputy Commissioner, Regional Operations

Standing attendees:

- Jessica Wellard, A/Executive Director, Policy and Insight Division
- Malcolm Wilson, Chief Finance Officer, Finance and Procurement Division
- Cameron Allen, Chief Information Officer, Frontline and Digital Division

Achievements

In 2025-26, the Transformation Committee provided governance oversight of organisational transformation and strategic change initiatives, considering matters relating to prioritisation, implementation, interdependencies and enterprise-wide impacts. The Committee supported decision making through ongoing monitoring and review of transformation activities across the organisation.

QPS Audit and Risk and Compliance Committee (ARCC)

The purpose of the ARCC is to scrutinise, challenge and oversee the QPS Commissioner's legislated management responsibilities under the *Police Service Administration Act 1990*, the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*.

The ARCC provides assurance to the Commissioner and BoM through scrutiny of QPS risk management, review of internal control and compliance, confirmation of financial compliance, audit, fraud and corruption control and regular and necessary engagements.

The Committee meets quarterly or as determined by the Chair. During 2025-26, the Committee met on four occasions. The independent members collectively received \$48,087.50 in remuneration.

Committee members

- Geoff Waite, Independent Member (Chair)
- Peter Aitken, Independent Member
- Anita Macartney, Independent Member
- Leanne Raiser, Independent Member
- Dallas Stower, Independent Member

Standing attendees:

- Cathy Ford, General Manager, Office of the Commissioner
- Mark Kelly, Deputy Commissioner, People and Assets
- Malcolm Wilson, Chief Finance Officer, Finance and Procurement Division
- Michelle Holland, Chief Risk Officer, Office of the Chief Risk Officer
- Warren Dries, Director, Internal Audit
- Representative from Queensland Audit Office

Achievements

During 2025-26, the ARCC provided strategic advice and support to the BoM by considering matters of risk management, internal control and compliance, financial compliance and auditing and reporting. The ARCC considered significant matters including:

- enterprise risk management
- business continuity management
- internal audit planning, audit findings and monitoring of audit recommendations
- external audit matters, including consideration of Queensland Audit Office reports and plans
- financial accountability and compliance
- fraud and corruption prevention, governance and reporting arrangements
- information security, cyber security and digital risks
- significant organisational risk briefings

- organisational reform programs
- compliance and inspection activities, including annual inspection planning and organisational compliance reporting
- governance framework improvements, including updates to committee governance arrangements and terms of reference

QPS Executive Leadership Team (ELT)

The purpose of the ELT is to inform and operationalise strategy and monitor organisation-wide risk and performance.

The role of the ELT is to share strategic level information, problem solve through identification, investigation and analysis of strategic issues and risks, operationalise decisions through a coordinated approach and inform decision makers by operating as a consultative forum.

In 2025-26, the ELT met on eight occasions with meetings taking place in Police Headquarters. The ELT also conducted 17 bi-weekly virtual meetings.

ELT members

- Brett Pointing, A/Commissioner
- Cathy Ford, General Manager, Office of the Commissioner
- Mark Kelly, Deputy Commissioner, People and Assets
- Cheryl Scanlon, Deputy Commissioner, Specialist Operations
- Chris Stream, Deputy Commissioner, Disaster and Emergency Management
- John Tims, Deputy Commissioner, Regional Operations

Regions

- Kevin Fitzgibbon, A/Assistant Commissioner, Far Northern Region
- Adam Guild, Assistant Commissioner, Central Region
- Kevin Guteridge, Assistant Commissioner, North Coast Region
- Chris Hodgman, Assistant Commissioner, South Eastern Region
- Glenn Morris, Assistant Commissioner, Brisbane Region
- Virginia Nelson, Assistant Commissioner, Northern Region
- Matthew Vanderbyl, Assistant Commissioner, Southern Region

Commands

- Brian Connors, Assistant Commissioner, Crime Command
- Shane Holmes, A/Assistant Commissioner, Recruitment and Development Command
- Chris Jory, Assistant Commissioner, Ethical Standards Command
- Charysse Pond, Assistant Commissioner, Security, Counter Terrorism and Forensic Services Command
- Rhys Wildman, Assistant Commissioner, Emergency Response Coordination Command

Divisions

- Cameron Allen, Chief Information Officer, Frontline and Digital Division
- Penny Dahl, A/Executive Director, Media and Communications Division
- Carolyn Harrison, Executive Director, Legal Division
- Paul Hyde, Executive Director, Assets Division
- Clare Miller, Executive Director, Transformation Office
- Helen Spencer, Executive Director, Workforce Management and Wellbeing Division

- Jessica Wellard, A/Executive Director, Policy and Insight Division
- Malcolm Wilson, Chief Finance Officer, Finance Division

Standing attendees:

- Katherine Innes, Assistant Commissioner, QPS 100 Day Review
- Robert Fleischer, A/Chief Superintendent, Chief of Staff, Commissioner's Office

Achievements

During 2025-26, the ELT considered a number of significant matters, including:

- community safety outcomes, crime trends, operational performance and strategies to address emerging community safety issues across Queensland
- workforce sustainability, including workforce planning, absenteeism, workforce availability, health and wellbeing and strategies to support organisational capability and operational readiness
- implementation of organisational priorities, strategic initiatives and whole-of-Service reform activities
- financial sustainability, budget management, expenditure controls and procurement reform
- enterprise risk, including monitoring of strategic risks and organisational priorities
- ICT, digital and data priorities, cybersecurity, critical technology risks and service delivery capabilities;
- asset, fleet, accommodation and infrastructure planning to support frontline and corporate operations
- emergency management, operational preparedness and service delivery considerations impacting the organisation and the community
- policy, legislative and regulatory matters affecting service delivery.

QPS Subcommittees

During 2025-26, the QPS Board of Management was supported by four standing subcommittees which met regularly to provide focused oversight and advice across key areas of organisational activity. The subcommittees supported the Board's governance and decision making responsibilities through detailed consideration of matters within their respective areas of accountability.

Assets Subcommittee

The Assets Subcommittee met 11 times during 2025-26 and provided oversight of asset, infrastructure and fleet-related matters, including strategic asset planning, capital investment priorities, accommodation, operational capability requirements and asset management initiatives. The Subcommittee supported informed decision making through consideration of opportunities, risks and emerging issues associated with the Service's asset portfolio.

People Subcommittee

The People Subcommittee met ten times during 2025-26 and provided oversight of workforce strategy and organisational capability matters, including workforce planning, leadership, culture, inclusion and workforce sustainability. The Subcommittee considered workforce-related risks, opportunities and priorities to support organisational capability and performance.

ICT, Digital and Data Subcommittee

The ICT, Digital and Data Subcommittee met nine times during 2025-26 and provided oversight of information and communication technology, digital transformation and data-related initiatives. The Subcommittee considered matters relating to technology strategy, cybersecurity, digital

capability, major ICT investments and data governance to support effective service delivery and organisational resilience.

Work Health, Safety and Wellbeing Subcommittee

The Work Health, Safety and Wellbeing Subcommittee met seven times during 2025–26 and provided oversight of organisational health, safety and wellbeing matters. The Subcommittee considered emerging risks, performance trends and initiatives aimed at promoting a safe, healthy and supportive workplace for QPS employees.

Ethics and code of conduct

The delivery of professional policing services must be underpinned by ethical decisions and actions. These ethical decisions and actions provide the QPS with its most valuable asset, namely its reputation and the confidence and trust that such a reputation inspires in the community. The QPS has a broad range of programs, policies and initiatives that support professional and ethical practice including a robust internal complaints system, policies on conflicts of interest, declarable associations, gifts and benefits as well as discipline, integrity and ethical awareness training. The QPS Integrity Framework and Standard of Professional Practice supplement the Queensland Government values and the Code of Conduct for the Queensland Public Service and outlines the standards of conduct and professional practice expected of all QPS employees.

The QPS Integrity Framework concisely demonstrates how the Service acts to ensure integrity. The Integrity Framework is a practical way of building and sustaining ethical behaviour across the organisation by strengthening the systems, culture and leadership that prevent misconduct, responding proportionately when issues arise and using what's learned to continuously improve, so integrity is embedded in everyday decisions.

The QPS Integrity Framework is underpinned by the Dual Ethical Responsibility to:

- create and drive conditions, systems and processes in support of an ethical police service
- ensure the processes of discipline and professional conduct assurance do not unnecessarily interfere with, burden or slow the ability of the QPS and its members to deliver services to the community.

The Dual Responsibility is supported by the organisation's integrity systems and organisational practices, which collectively strengthen ethical decision making, professional conduct and effective service delivery. These systems include governance arrangements, leadership expectations, policies, training, controls, reporting mechanisms and cultural practices that embed the QPS values and ethical standards into day-to-day operations.

Together, these integrity systems and organisational practices provide a practical basis to assess maturity, identify gaps, clarify accountability and evidence improvement through measurable activity and reporting. They support the ethical health of the organisation by ensuring prevention, attention and continuous improvement are built into governance, management oversight and operational practice across the Service.

The purpose of Ethical Standards Command (ESC) is to promote and uphold professional standards and ethical practice to foster community trust and confidence in our policing services. We do this in partnership with our stakeholders delivering activities in a timely, consistent and fair manner to prevent and respond to matters that impact the ethical health of the organisation. Our approach is underpinned by principles of guidance, correction, rehabilitation and when necessary, discipline, to support a culture of integrity and professional standards.

In 2025-26, ESC continued to promote, monitor and enforce ethical behaviour, integrity and professional practice through education, deterrence and systems improvements. ESC continued to be the conduit between QPS and oversight bodies such as the Crime and Corruption Commission.

Reported complaints are continually monitored and reviewed by the QPS to identify primary contributing factors and/or trends which may arise from complaint types and/or the complaint data more generally. All complaints are considered, actioned and investigated as required. In 2025-26, the QPS received 1,564 complaints by members of the public against officers on or off duty.

This figure counts the number of distinct individuals who have either lodged a complaint or lodged a complaint on behalf of another person even if it relates to the same incident. When applying relevant context to this figure, the QPS undertakes millions of interactions with people in the community every year. Comparatively, very few of those interactions result in complaints relating to the conduct of police.

ESC delivers an inspection and compliance assurance function across QPS establishments to assess adherence to legislative, policy and operational requirements. During 2025-26, ESC enhanced its inspections framework to align with the Annual Inspections Plan and strengthen the effectiveness of compliance monitoring activities. This included analysis of inspection outcomes from ESC led and regional/command conducted inspections to identify systemic issues, emerging risks and statewide trends.

Insights from these activities are provided to the Executive Leadership Team and the Audit, Risk and Compliance Committee to inform governance, oversight and continuous improvement across the Service.

Discipline outcomes

ESC is responsible for the management of all complaints of misconduct and disciplinable conduct reported to the QPS. All complaints are considered, actioned and investigated as required.

In 2025-26, the QPS recorded 2,370 complaints containing 5,394 allegations from internal QPS members and members of the public. A complaint is an expression of dissatisfaction made to or about the Service, related to the conduct of members or provision of services, where a response or resolution is reasonably expected. A complaint can contain multiple allegations depending on the specific nature of dissatisfaction as outlined in the complaint.

A breakdown of the complaint categories and discipline outcomes is included in the below table.

In 2025-26, Professional Development Strategies (PDS), formerly known as Local Management Resolution, were used as an outcome on 445 occasions across 13 allegation categories.

A PDS is a resolution process where strategies are formulated and implemented to address inappropriate conduct. The purpose of implementing a PDS plan will be to improve performance through appropriate training and guidance to the member whose conduct has come into question due to an identified underlying issue. A PDS is a remedial approach which recognises members will make genuine mistakes and provides a learning and development approach to improve performance and align the member's behaviour with the organisation's principles. A PDS should not merely default to the delivery of managerial guidance or chastisement as a tool to address behaviour, but rather genuine engagement by a supervisor with the member or complainant, where a raft of management options is explored.

Allegation Category	Total number of Allegations	Allegation Outcome
Failure of Duty	2,098	No further action: 1,544 PDS: 195 Hearing: 2 Abbreviated Discipline Process: 0
Unprofessional Conduct (excluding QPS members involved in DFV)	731	No further action: 488 PDS: 99 Hearing: 13 Abbreviated Discipline Process: 0
Unprofessional Conduct (QPS members involved in DFV only)	70	No further action: 27 PDS: 4 Hearing: 1 Abbreviated Discipline Process: 0
Assault/Use Excessive Force	628	No further action: 552 PDS: 21 Hearing: 2 Abbreviated Discipline Process: 0
Misuse of authority	486	No further action: 380 PDS: 16 Hearing: 2 Abbreviated Discipline Process: 0
Misuse of information	351	No further action: 200 PDS: 42 Hearing: 3 Section 95 Process: 2

Allegation Category	Total number of Allegations	Allegation Outcome
Inappropriate exercise of operational discretion	253	No further action: 238 PDS: 6 Hearing: 0 Abbreviated Discipline Process: 0
Unlawful or Unauthorised Operational Practice	207	No further action: 154 PDS: 30 Hearing: 0 Abbreviated Discipline Process: 0
Interfere with or undermine an investigation, legal process or conduct matter	182	No further action: 153 PDS: 5 Hearing: 0
Other Offence	135	No further action: 61 PDS: 8 Hearing: 4 Show Cause – Volunteer Appointment Revoked: 2
Misappropriation or unauthorised use of resources	64	No further action: 24 PDS: 6 Hearing: 1 Abbreviated Discipline Process: 0
Discrimination/Sexual Harassment	59	No further action: 40 PDS: 5 Hearing: 1 Abbreviated Discipline Process: 0
Professional Conduct	53	No further action: 22 PDS: 7 Hearing: 0 Abbreviated Discipline Process: 0
Sexual Offence	37	No further action: 18 PDS: 1 Hearing: 0 Abbreviated Discipline Process: 0
Drug related offence	32	No further action: 20 PDS: 0 Hearing: 1 Abbreviated Discipline Process: 0
Bribery/Secret Commissions	6	No further action: 6 PDS: 0 Hearing: 0 Abbreviated Discipline Process: 0
Significant Event	1	No further action: 0 PDS: 0 Hearing: 0 Abbreviated Discipline Process: 0
False Complaint	1	No further action: 1 PDS: 0

Allegation Category	Total number of Allegations	Allegation Outcome
		Hearing: 0 Abbreviated Discipline Process: 0
Extortion	0	N/A.
Police related death	0	N/A.

Notes:

1. The object of the Act is to improve performance and provide a system which focuses on guiding, correcting, rehabilitating and, if necessary, disciplining officers. This is essential to protect the public, uphold ethical standards within the Service and promote and maintain public confidence and officers' confidence in the Service.
2. The total number of complaints recorded includes complaints against sworn and unsworn members received internally or from members of the public.
3. Upon assessment of an incident/complaint, the actions of members are reviewed and distilled into individual allegations for assessment inquiries, investigation or possible 'no further action' if the actions were considered lawful and reasonable. The review process can result in multiple allegations for assessment.
4. The allegation of 'Unprofessional Conduct' has been split into two categories. QPS members involved as a respondent in a DFV matter is recorded separately in response to recommendation 31 of the *Women's Safety and Justice Taskforce Report One*.
5. The above table provides data on allegations that have been determined. The variation between the total number of allegations and outcomes are those that are still under investigation or awaiting assessment as at 30 June 2026.

Discipline Hearing outcomes – State Discipline

State Discipline, led by an Assistant Commissioner, is an independent central unit responsible for conducting disciplinary proceedings (police officers) and show cause proceedings (staff members) for the QPS and is separate and distinct from ESC.

Under the *Police Service Administration Act 1990* (PSAA) the Assistant Commissioner, State Discipline, is conferred the sanctioning powers of a Deputy Commissioner to impose any disciplinary sanction provided for by the Act including dismissal, suspension without pay (up to 12 months), probation (up to 12 months) and the comprehensive transfer of a member. The Chief Superintendent, State Discipline, is assigned the sanctioning powers of an Assistant Commissioner. The Superintendent, State Discipline, makes decisions on less serious grounds for a disciplinary action.

Disciplinary Hearings for police officers can include a full disciplinary proceeding, an Abbreviated Disciplinary Proceeding (ADP), and where members have separated from the Service, there is provision under Part 7A of the PSAA for a Disciplinary Declaration to be made.

A Director level position also operates within State Discipline to undertake show cause proceedings under the *Public Sector Act 2002* (PSA) for discipline action against staff members. The Director also considers disciplinary declarations where a staff member's employment ends prior to any disciplinary action being finalised.

It should be noted, where a member resigns prior to the completion of an investigation, the decision to progress the consideration of a Disciplinary Declaration by State Discipline is made by ESC.

Discipline matter breakdown – hearings and outcome 2025-26			
Proceeding Type	Quantity	Sanction Types per subset	
Hearing (PSAA) Police officers	51 matters finalised	Community Service	10
		Demotion (permanent)	0
		Demotion (temporary)	10
		Dismissal	0
		Fine	4
		Local transfer	1
		Professional Development Strategy only	0
		Probation	4
		Reprimand	8
		Suspension from duty	1
		Unsubstantiated	2
		Decision not to commence	7
		Discontinued for legal reason	4
		Total:	51*
*Of those 51 matters finalised, the total number of Professional Development Strategies imposed in addition to a disciplinary sanction: 30			

Proceeding Type	Quantity	Sanction Types per subset	
Hearing (PSA) Staff members	21 matters considered in total	Deferment of remuneration	3
		Reduction in classification (permanent)	1
		Reduction in classification (temporary)	1
		Demotion (temporary)	1
		Fine	2
		Management Action Plan	1
		Substantiated, no disciplinary action imposed	2
		Reprimand	6
		Unsubstantiated	1
		Decision not to commence	2
		Discontinued for legal reason	1
		Total:	21*

*Of those 21 matters finalised, the total number of Management Action Plans imposed in addition to a disciplinary sanction: 12

Proceeding Type	Quantity	Sanction Types per subset	
Post separation declaration (7A PSAA) Police officers	12 matters finalised	Declaration – Dismissal	1
		Declaration – Demotion (permanent)	2
		Declaration – Demotion (temporary)	3
		Declaration – Probation	0
		No declaration	4
		Decision not to commence	2
		Total:	12

Proceeding Type	Quantity	Sanction Types per subset	
Post separation declaration (s95 PSA) Staff members	5 matters finalised	Declaration – Termination	0
		Declaration – Reduction of classification level	0
		Discontinued	1
		No declaration	1
		Decision not to commence	3
		Total:	5

Notes:

- Section 7.34 of the PSAA outlines the disciplinary sanctions available for police officers in a 'hierarchical order' from most serious sanction of 'dismissal' to least serious sanction of 'reprimand'. Section 7.35(4) provides that more than one disciplinary sanction can be imposed on a subject officer. Where more than one disciplinary sanction has been imposed on an officer, only the more serious disciplinary sanction has been recorded in the sanction types' 'total' count.
- Section 7.42 of the Act provides that Professional Development Strategies can be imposed instead of, or in addition to, a disciplinary sanction. Where Professional Development Strategies have been imposed in addition to a disciplinary sanction, this has been noted separately in the tables capturing proceedings: 'Hearing (PSAA), ADP (PSAA).

Charter of Victims' Rights

The Charter of Victims' Rights (the Charter) describes the way a victim should be treated, as far as practicable and appropriate, by government and non-government entities that receive government funding and those that work in these entities. The Charter sets out the general rights of victims and specific rights relating to the criminal justice system. When dealing with a victim of crime, officers are to comply with the provisions of the Charter which places an onus on agencies to provide information to victims. Victims have the right to make a complaint if this Charter is not followed. The complaints data for 2025-26 is available on the Open Data Portal at www.data.qld.gov.au.

Government bodies

- Commissioner for Police Service Reviews
- Controlled Operations Committee
- Public Interest Monitor.

For further information about the government bodies refer to page 109 within the appendices.

External scrutiny

This section provides information on external agencies and processes that have reviewed QPS operations, outlining any findings or issues that require consideration by, or may impact, the QPS.

Queensland Audit Office (QAO)

The QAO supports the Auditor-General of Queensland in delivering independent assessments of the financial management and performance of public sector entities to Parliament. It provides independent audit services and reports its findings to Parliament, strengthening accountability across the public sector. QAO reports are publicly accessible at www.qao.qld.gov.au/reports-resources/parliament. The QPS remains dedicated to identifying and implementing efficiency improvements across all areas of service delivery.

The following reports were published by the QAO during the reporting period:

- **Managing the ethical risks of artificial intelligence Report 2: 2025-26**

This QAO report assessed whether the Queensland public sector has effective policies and governance arrangements to manage the ethical risks of artificial intelligence (AI). While the audit did not focus on QPS, the report recommends all Queensland public sector entities should implement ethical risk assessment processes for AI systems that are in use or being developed to ensure ethical risks are identified, assessed and managed comprehensively throughout the AI lifecycle. This report made one recommendation applicable to all public entities, including the QPS.

- **Managing third-party cyber security risks Report 13: 2025-26**

This QAO report examined how effectively Queensland public sector entities manage cyber security risks arising from third-party suppliers, contractors, and vendors. The report concludes that all Queensland public sector entities, along with central agencies responsible for cyber security and procurement guidance, need to strengthen governance, oversight and controls to better identify, assess, monitor and mitigate third-party cyber security risks across the sector. This report made five recommendations applicable to all public entities, including the QPS.

Crime and Corruption Commission (CCC)

The CCC is Queensland's independent statutory body established to combat major crime and for investigating the most serious or systemic allegations of corruption. Its corruption functions extend to state government departments, the QPS, local councils, government-owned corporations, universities, prisons, courts, tribunals, and elected officials. CCC reports can be accessed online at:

<https://www.ccc.qld.gov.au/publications>.

Queensland Ombudsman (QO)

Under the *Ombudsman Act 2001*, the QO operates as an independent body responsible for investigating complaints about the actions and decisions of Queensland state government departments, local councils, and public authorities. QO reports can be accessed online at:

<http://www.ombudsman.qld.gov.au/publications/all-publications>.

Queensland Sentencing Advisory Council (QSAC)

The QSAC is an independent body that provides research and advice on sentencing, engages with the community to understand public views, and helps improve public understanding of sentencing in Queensland. It also advises the Attorney-General on sentencing matters when requested and operates under the *Penalties and Sentences Act 1992*.

- **The Tangled Web: Examining DFV sentencing reforms**

This QSAC report was published in February 2026. It reviews whether Queensland's 2015–16 DFV sentencing reforms, including higher penalties for breaching Domestic Violence Orders and the introduction of a domestic violence aggravating factor, have strengthened sentencing outcomes and offender accountability. The report made one recommendation relevant to QPS. The QPS will work collaboratively with the relevant agencies to address and implement the recommendation.

State Coroner

During 2025-26, 18 recommendations arising from five coronial inquests were directed to the QPS as either a lead or supporting agency. The Findings of Inquest are available at www.courts.qld.gov.au/courts/coroners-court/findings.

Risk management and accountability

Enterprise risk management

The Commissioner and Senior Executives are committed to managing risks that may affect the QPS's strategic and operational objectives. The QPS Enterprise Risk Management Framework, aligned with ISO 31000:2018 Risk Management – Guidelines, embeds risk-informed decision making across the organisation and defines governance, accountability, and responsibilities for risk management.

Risk management supports the achievement of organisational objectives and is guided by the QPS Risk Appetite Statement, which informs policy, investment, and operational decisions. The BoM provides leadership and commitment to the framework, while the ARCC oversees its effectiveness. The Office of the Chief Risk Officer maintains the framework, promotes best practice, monitors emerging risks, and provides risk management advice and support across the Service.

Internal audit

The QPS Internal Audit Unit provides independent and objective assurance and advisory services to QPS and the Office of the Inspector-General Emergency Management (IGEM) under a portfolio service delivery model. The Head of Internal Audit for QPS is also the nominated Head of Internal Audit for IGEM, in accordance with the *Financial Accountability Act 2009*.

Internal Audit contributes to strengthening service delivery by providing independent, risk-based and objective assurance, advice and insight on governance, risk management, control and compliance processes. This spans across a wide range of disciplines including compliance, performance, financial management, information technology, and includes advisory and consulting services for QPS and IGEM.

In line with the *Financial and Performance Management Standard 2019*, the unit operates under an approved annual internal audit plan and a rolling three-year strategic audit plan. The plans are based on a structured risk assessment process that considers key organisational risks and priorities. The Annual Internal Audit Plan 2025-26 and Strategic Internal Audit Plan 2026-29 were endorsed by the QPS Audit, Risk and Compliance Committee (ARCC) and approved by the Commissioner on 23 September 2025.

The Internal Audit Unit reports directly to the ARCC, which provides independent oversight of audit activities and outcomes, consistent with Queensland Treasury's Audit Committee Guidelines.

Internal Audit operates under an approved Charter and develops its plan and charter in accordance with the Institute of Internal Auditors' Global Internal Audit Standards and the International Professional Practices Framework. Systems and processes are in place to support the effective, efficient and economical operation of the function.

During 2025-26, the Internal Audit Plan was delivered through a blended model using internal resources and a co-sourced provider, Ernst & Young.

Achievements for Internal Audit Unit for the period 1 July 2025 to 30 June 2026 included:

- preparing a program of work based on risk, materiality, and contractual and statutory obligations
- delivering audits in accordance with the Internal Audit Plan and reporting results to the ARCC and Commissioner
- monitoring and reporting on the implementation of internal audit recommendations
- coordinating with the QAO to minimise duplication and support a whole-of-assurance approach
- providing advice to management on corporate governance and related matters.

Information systems and records management

During 2025-26, the Records Management Unit administered and maintained recordkeeping systems for the QPS, including MRQ and SES.

In November 2025, the revised QPS Retention and Disposal Schedule received formal approval from the Queensland State Archivist. The approved Schedule aligns with the requirements of the *Public Records Act 2023* and provides a contemporary framework for the lawful retention and disposal of QPS records. Subsequent implementation activities included updating guidance materials, aligning business systems and engaging stakeholders to support the Schedule's adoption across QPS.

During the reporting period, the Records Management Unit delivered strategic recordkeeping advice, support and training, contributing to improved recordkeeping practices and operational efficiency including:

- delivery of ongoing training to strengthen staff capability in capturing and managing records, including through the corporate Electronic Document and Records Management System (eDRMS). More than 215 QPS members attended training delivered by the Records Management Unit during the reporting period
- continued engagement with police stations and business units across the state to assess recordkeeping practices, identify compliance risks, and support improvement activities
- collaboration with QPS business areas to reduce reliance on hardcopy records and support transition to more efficient electronic business processes
- compliant destruction of 1,900 archive boxes containing payroll records which had reached their retention period, supporting improved record governance
- transferring 10 QPS personnel records identified for permanent retention to Queensland State Archives
- management and processing of records submitted for disposal in accordance with applicable retention periods specified in QPS and General Retention and Disposal Schedules.

There were no known breaches of information security relating to records managed within the corporate eDRMS during the reporting period.

Human Resources

Strategic workforce planning and performance

Workforce Profile

The QPS workforce comprises more than 20,000 paid employees including police officers and staff members, including staff members from SES and MRQ.

QPS workforce data below is presented by headcount. Substantive headcount equals the number of employees engaged by the QPS at a particular point in time regardless of the hours of employment, based on Aurion Human Resource Information System data.

The Minimum Obligatory Human Resource Information (MOHRI) Full Time Equivalent (FTE) aligns with workforce information that is provided quarterly to the Public Sector Commission by all Queensland Government agencies to inform the annual State of the Sector report.

Workforce profile data (June 2026 reporting quarter)

Total workforce	
Substantive Headcount	20,176
MOHRI paid FTE	19,256.37
Occupation Type by Substantive Headcount – reported as a % of total substantive workforce	
Corporate	6.7%
Frontline and Frontline Support	93.3%
Appointment Type by Substantive Headcount – reported as a % of total substantive workforce	
Permanent	91.5%
Temporary	4.1%
Casual	0.9%
Contract	3.5%
Employment Status by Substantive Headcount – reported as a % of total substantive workforce	
Full-time	93.8%
Part-time	5.3%
Casual	0.9%

Target group data*

Gender Identity**	Number (Headcount)	Percentage of total workforce (Calculated on headcount)
Woman	7,759	38.5%
Man	12,222	60.6%
Non-binary	41	0.2%
Another term	<5	0.0%
Not disclosed	149	0.7%

Diversity Groups*	Number (Headcount)	Percentage of total workforce (Calculated on headcount)
Aboriginal Peoples and Torres Strait Islander Peoples	547	2.7%
Non-operational people with disability [^]	281	5.2%
Culturally and Linguistically Diverse Speak a language other than English at home ^{^^}	985	4.9%

**All diversity figures rely on employees self-identifying through a voluntary questionnaire, where they have the option to select that they prefer not to disclose across any or all questions.*

***Gender identity reported when available. Respondents who select "Prefer not to disclose" have been excluded.*

[^]Disability data is based on non-operational workforce only and excludes Police Officers, Watch-house Officers, Protective Services Officers, Police Liaison and Torres Strait Islander Liaison Officers, Recruits and Police Pipes and Drums.

^{^^} This includes Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages spoken at home.

Diversity figures are based on actual placements, including relieving arrangements, and include paid and unpaid employees.

To ensure privacy, in tables where there are fewer than five respondents in a category, specific numbers are replaced by <5.

Women in Leadership Roles*	Women (Headcount)	Women as percentage of total leadership cohort (Calculated on headcount)
Senior Officers (classified, s122 and s155 combined)	181	32.6%
Senior Executive Service, high-level Senior Executives and Chief Executives (classified, s122 and s155 combined)	19	38.0%

** Women in leadership are defined as those in classified roles or on s122 or s155 contracts, salary equivalency data is excluded.*

Strategic workforce planning and performance

The QPS Strategic Workforce Plan 2025–2029 supports the delivery of the QPS Strategic Plan 2025–2029 by building a healthy, engaged and capable workforce, with a strong focus on our work, workforce and workplace. The plan recognises that our people are critical to delivering safer communities and a more resilient Queensland and strengthens the alignment between workforce planning, organisational performance and strategic priorities.

During the year, QPS progressed a range of initiatives to strengthen workforce capability, capacity and wellbeing, including:

- prioritising the health, safety and wellbeing of our people, with continued reform and enhancement of wellbeing and support services to help ensure our workforce receives the right support, at the right time and in the right way
- strengthening recruitment, retention, leadership and development initiatives to attract, support and grow a capable workforce that better represents and understands the communities we serve
- fostering a respectful, inclusive and culturally safe workplace aligned with QPS values and supporting

greater workforce engagement and inclusion

- growing workforce planning capability through improved workforce data, analytics and insights to support evidence-based decision making, forecasting and future workforce preparedness
- strengthening partnerships across government, the private sector and the community and embracing innovative ways of working, including leveraging technology and workforce intelligence to support service delivery outcomes.

The QPS 100-Day Review identified enhancing workforce wellbeing, capability and capacity as a key enabler of organisational reform and performance. Several of the review recommendations align with and reinforce the objectives of the Strategic Workforce Plan 2025–2029, particularly in relation to leadership, workforce sustainability, wellbeing, culture, performance and capability development. These reforms will continue to inform QPS workforce planning and performance activities into the future.

From 2026-27, strategic workforce planning will be integrated within the QPS strategic planning framework as a core organisational priority, strengthening alignment between strategic priorities, workforce initiatives, performance measures and reporting, and supporting a more coordinated approach to delivering workforce outcomes across the Service.

Safety and Wellbeing

Safety and Wellbeing support our people through providing evidence-based and integrated safety, health and wellbeing services. It is through these services, and in partnership with people capability owners across the Service, that we drive the strategic objective to build an engaged and capable workforce with the health, safety and wellbeing of our people a priority.

In 2025-26, Safety Strategy Division with Health and Wellbeing Division merged to achieve a fully integrated safety, health and wellbeing system. In alignment with 100 Day Review recommendations, the transformed Safety and Wellbeing works to promote a safety-first culture, 'Safety First: Safe Work, Healthy Outcomes' incorporating physical and psychological safety at all levels of the organisation.

Safety and Wellbeing has continued to embed and mature the integrated model of wellbeing, promoting the interconnectedness of biological, psychological, social and spiritual wellbeing. This resulted in a refined range of internal and external support options being available to members, former members and their loved ones to ensure they are supported and feel supported. These support services include:

- Regional Senior Social Workers and Psychologists. These members play an active and visible role in supporting the wellbeing of police officers through their participation in operational activities, including simulated counter-terrorism exercises and observational police patrols. This integrated approach provides the practitioners with a first-hand understanding of the complexities, pressures and realities of frontline policing, enabling them to deliver more informed, relevant and responsive support. Direct engagement with operational officers builds trust and stronger professional relationships, fostering greater collaboration and accessibility. This approach bridges the gap between clinical support services and operational policing, while creating new opportunities to strengthen relationships, improving opportunities for early intervention and promoting psychological health and resilience across the workforce.
- Wellbeing Senior Human Services Officer (SHSO) Team within SES and MRQ consisting of experienced mental health practitioners, including Senior Social Workers and a Senior Psychologist, who provide support across four major regional areas in Queensland. Support is delivered through four dedicated People Hubs operating across all regions. Regional SES and MRQ SHSOs provide tailored, region-specific support that responds to the unique needs of each community while strengthening relationships and promoting trust and accessibility.
- the Support Management Team (SMT) which provides support to members following critical incidents or the sudden death of a serving member and intervenes early to ensure appropriate support and referrals are provided for individuals based on their needs. The SMT also proactively contacts members at known high-risk touchpoints during their career life cycle to intervene early, prior to a possible psychological injury occurring. Through the support of the State Coroner, SMT is an embedded resource for QPS witnesses in all upcoming coronial inquests. Additionally, SMT is engaged in disciplinary processes to support members from an early stage of the process to deliver timely support.

- delivery of the career transition program for members approaching medical or mandatory age retirement
- the Peer Support Coordination Unit which provides significant reform of the QPS's Peer Support Officer (PSO) Program and continued training of PSOs across the SES and MRQ during 2025-26. Ongoing reform initiatives included skills enhancement in motivational interviewing and hot debriefing, further strengthening the capability of PSOs. These initiatives continue to support an integrated approach to wellbeing, enabling PSOs to provide meaningful social support across all agencies.
- the Chaplaincy Unit which continues to provide confidential 24/7 pastoral, spiritual and welfare support to QPS members, former members and their families. The unit provides important critical incident support, including immediate trauma-informed responses for impacted members and their families, as well as supporting regular station visits, ongoing wellbeing engagements and ceremonial duties for official QPS ceremonies. In 2025-26, services were enhanced within the realm of trauma-informed care and understanding trauma focused cognitive behavioural therapy, enabling enriched provision of pastoral care following critical incidents and potentially traumatic events.
- the Psychological Assessment Unit which continues to deliver standardised psychological assessment services for personnel selection and psychological health screening purposes.
- HealthStart Program which facilitated an early engagement initiative with recruits to foster a health-aware culture and individual responsibility for positive physical health.

The QPS also offers a SelfRefer Program that allows current employees to anonymously access up to six free QPS-funded sessions with external psychological services.

The SelfRefer Program is completely voluntary and confidential. The SelfRefer Providers are all qualified health professionals in the mental health field with experience in dealing with first responders and the illnesses and injuries that first responders may experience. The network of providers includes psychologists, social workers and counsellors who are bound by their own professional code of ethics regarding confidentiality.

A broader and more inclusive range of services is available through external programs, recognising the diversity of our workforce and the nexus between work and other life-domains.

Cop Care Mental Health Framework

During the reporting period, the Queensland Government committed \$5.5 million to establish Cop Care, a new charity dedicated to supporting the mental health and wellbeing of current and former police officers. A flagship program for Cop Care is Copline, a new triage service and 24/7 support line. The support line is to be staffed by veteran police officers, providing frontline personnel with immediate access to independent support.

Cop Care will deliver immediate, confidential and culturally competent world-leading programs including interventions proven to reduce post-traumatic stress disorder, depression and anxiety in police cohorts, extending this support to former members and families.

Operating alongside existing QPS wellbeing programs, Cop Care will strengthen access to early intervention, peer support and specialist mental health services for current and former members. This significant investment reinforces a shared commitment to supporting the wellbeing of Queensland police personnel and sustaining a healthy, capable and resilient workforce.

Northern Region Wellbeing Hub

The Northern Region Wellbeing Hub pilot, delivered as part of Recommendation 1 of the QPS 100-Day Review, successfully introduced a locally-led, integrated wellbeing hub providing a single point of access to services including injury management, health coaching, chaplaincy and peer support.

During its 12-weeks of operation, the Hub supported more than 90 referrals and engaged over 500 members across 55 stations and organisational units, including remote communities. Referrals covered more than 30 wellbeing themes, demonstrating the value of a holistic, preventative approach that extended beyond health and injury management to areas such as financial wellbeing, career planning and retirement support. Strong positive feedback from members and stakeholders confirmed the effectiveness of the regionally coordinated model in improving access to support. The success of the model has already

resulted in the continuation of the Wellbeing Hub in Townsville and provided a strong evidence base for potential statewide implementation, with anticipated benefits including earlier intervention, improved resilience, increased organisational trust and enhanced workforce morale.

Belonging and inclusion

The QPS continues to demonstrate its commitment to fostering an inclusive and diverse workplace where all employees feel valued, respected and empowered to access equal opportunities. During 2025-26, the QPS:

- developed the Belonging and Inclusion Plan 2026–2030, outlining the vision for fostering a workplace where everyone feels a genuine sense of belonging and inclusion. The Plan was shaped by input from the QPS workforce, including frontline officers, staff, volunteers, and individuals with lived intersectional experiences
- launched the Belonging and Inclusion Action Plan 2026–2027, which builds on this vision by detailing practical steps to advance equity, diversity, respect, and inclusion in the workplace, ensuring employees feel valued and supported
- continued to support its Employee Networks, including the Disability Network, Pride Network, First Nations Network, Multicultural Network and Leading Women Network. These networks provide an important mechanism for employee voice, connection and advocacy, and continue to support a more inclusive and engaged QPS workforce.

These plans support QPS's commitment to creating a workplace where all employees feel a sense of belonging and are empowered to contribute to safer Queensland communities.

Multicultural Affairs Unit (MAU)

The QPS MAU promotes cultural inclusion and strengthens cultural capability across the service. The Unit provides advice, support and advocacy for members from culturally, linguistically and religiously diverse backgrounds, while fostering professional networks that drive culturally responsive policing responses and diversity and inclusion.

The MAU plays a key role in supporting QPS's multicultural workforce and strengthening connections between the QPS and Queensland's diverse communities through oversight of the State Police Liaison Officer Coordination Unit, the Multicultural Network, the Culturally and Linguistically Diverse (CALD) Consultative Group and the Police Multicultural Advisory Group.

During 2025-26, the QPS delivered a range of initiatives to attract, develop and retain a diverse workforce representative of the communities it serves. These include:

- Multicultural Recruit Preparation Pathway: which provides mentoring, preparation and confidence building support to CALD applicants seeking entry into the Police Recruit Training Program
- International Recruitment Pathway: enabling overseas police officers to transition into policing careers in Queensland through a dedicated recruitment stream
- Recruit Career Days: supporting recruitment through participation in multicultural career expos, community events and targeted recruitment activities

The Police Liaison Officer Program continues to play a vital role in strengthening engagement with culturally diverse communities, enhancing community confidence in policing services and supporting workforce diversity across the service.

QPS Pride Network

The QPS Pride Network continues to play a vital role in championing inclusion and advocating for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex and Asexual (LGBTQIA+) members across the organisation. Comprising dedicated volunteers, the Network provides statewide support, resources and guidance to ensure that LGBTQIA+ individuals within the QPS feel valued, respected and included.

The QPS Pride Network achieved Bronze accreditation on behalf of the QPS in the Australian Workplace Equality Index, recognising the organisation's continued progress in supporting LGBTQIA+ inclusion. The accreditation provides an important national benchmark for future improvement and reflects the Network's ongoing work to strengthen inclusive practices across the organisation.

The Network also progressed the introduction of a QPS Pride polo shirt to increase visibility, demonstrate support and promote a stronger sense of belonging.

Engagement was also broadened beyond the QPS to include partner emergency service organisations, including MRQ and the SES. This expanded collaboration supports greater connection, shared learning and a more coordinated approach to LGBTQIA+ inclusion across the broader emergency services sector.

QPS Leading Women Network

The QPS Leading Women Network (LWN) plays a central role in advancing gender equality and fostering inclusive leadership across the organisation. Operating under the broader QPS Belonging and Inclusion Plan 2026 - 2030, the LWN is committed to cultivating a workplace culture where women are empowered to fully participate, progress and thrive at every level.

The LWN continues to address both structural and cultural barriers to gender equity by promoting solutions to systemic challenges, creating opportunities for personal and professional development and offering a supportive network for women to share experiences and build capability.

Key achievements for 2025-26 include:

- advanced representation of women in leadership across the QPS
- delivered professional development opportunities and increased visibility for women through structured programs and events, including two half-day masterclass and networking events with the themes 'Courage to Change, Confidence to Lead' and 'Ethical Decision Making: doing what's right when it matters most'
- coordinated the QPS International Women's Day event, celebrating women's contributions in the QPS, SES and MRQ and reinforcing the organisation's commitment to gender equity
- facilitated twelve monthly lunchtime professional development workshops on health/wellbeing and leadership with presenters including the Director-General, Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism, the Queensland Racing and Integrity Commissioner, and the Minister for Police and Emergency Services, to inspire and inform future women leaders
- initiated a 'buddy program' to support female First Year Constables, newly appointed female QPS members in regional and remote areas and women returning from parental leave and other lengthy workplace absences.

Disability Network

The Disability Network has presented to QPS Command groups, focusing on neurodiversity in the workplace, and inclusive support strategies. The network is expanding engagement to the SES to ensure accessibility to this training. The Disability Network is undertaking the Auslan capability project, conducting weekly in-person and Teams sessions, teaching Auslan, the native language of the Deaf community.

The Network is working with internal and external stakeholders to build a resource library to share practical information, tools and lived-experience insights that support inclusion, accessibility and informed decision making.

Workforce culture

The establishment of the Workforce Support and Engagement Group (WSEG) in 2024 represented a significant advancement in QPS's commitment to fostering a proactive and preventative approach to workplace standards and behaviours, supporting safer workplaces and a healthy and engaged workforce.

Throughout 2025-26, WSEG:

- strengthened leadership capability through targeted education, workshops and early intervention strategies aimed at improving performance conversations, reducing workplace conflict and enhancing governance and decision making
- improved professional standards and workplace behaviour through coordinated prevention and early intervention initiatives, contributing to reduced reliance on formal disciplinary processes
- promoted inclusive leadership and cultural reform by building organisational trust, transparency, and confidence through consistent, objective and support-based approaches

- advanced equity through initiatives that support leadership development, retention and progression of members, fostering more inclusive and representative leadership
- implemented the Sexual Harassment Contact Officer Network to provide a safe, accessible first point of contact for members seeking information in relation to workplace sexual harassment.

WSEG continued to deliver integrated support services including:

- Service Connect: providing a centralised entry point ('front door') to WSEG services, connecting members to the right support through a triage and case management approach, while ensuring timely, confidential and accessible assistance to the workforce
- Prevention and Early Intervention: delivering a coordinated, enterprise-wide approach to identifying emerging workplace risks, enabling timely and proportionate support to individuals and teams, and embedding sustainable behavioural and cultural improvement across the Service
- Workplace Assessment Support Team: working in partnership with members and leaders to assess workplace dynamics, strengthen team performance and deliver tailored interventions that restore and sustain positive workplace culture
- Conflict Management Services: delivering early intervention support to individuals and teams experiencing workplace conflict, promoting resolution, mutual understanding and improved working relationships
- SES/MRQ People Hubs: providing targeted advice and support to leaders and volunteers within the SES and MRQ by strengthening inclusive practices and workforce capability.

Working for Queensland and Volunteering for Queensland Survey

The annual Working for Queensland (WfQ) and Volunteering for Queensland (VfQ) surveys provide valuable insights into employee and volunteer perceptions of workplace culture, leadership, inclusion and engagement across the QPS.

In March 2026, the QPS administered its first VfQ survey following the transition of SES to QPS and the creation of MRQ in 2025. The survey captured feedback from volunteers across the SES, MRQ and ViPs.

The 2025 WfQ survey was conducted in September 2025 and resulted in:

- the distribution of 550 highlight reports and 52 supplementary reports across regions, commands and divisions, supporting managers to identify workforce trends and priority focus areas
- the creation and dissemination of 22 work group comment packs to enhance understanding of workforce sentiment and inform targeted improvement initiatives
- the development of action plans to address survey outcomes and drive continuous improvement across the Service.

The QPS continues to promote participation in both the WfQ and VfQ surveys to strengthen understanding of workforce and volunteer experiences, monitor organisational performance, and support the achievement of strategic objectives. Survey outcomes support the QPS Supported Workforce strategic objective and associated performance measures, while informing initiatives and priorities under the QPS Belonging and Inclusion Plan.

Leadership and Professional Development Opportunities

In 2025-26, QPS delivered a comprehensive range of leadership and professional development programs for police officers and staff members. These initiatives were designed to build capability, enhance career progression and support the Service's commitment to excellence in policing. Key programs included:

- Strategic Command Program, delivered in partnership with the Australian Institute of Police Management, to develop critical thinking and decision making skills for Superintendents (or equivalent) and above, focusing on managing large-scale, complex and high-risk events.
- Leadership Capability Program (LCP), a three-stage distance education program aimed at developing members at their current rank or level and preparing them for promotion. The LCP equips leaders to navigate the challenges of an evolving policing environment.
- Next Level Practical Workshops for newly promoted Sergeants and Senior Sergeants who have progressed through the LCP pathway. These workshops provide opportunities to analyse, evaluate, and

practise leadership concepts introduced during the LCP.

- Leadership Essentials Workshop for staff members (AO3–AO6), Police Liaison Officers, Assistant Watch-house Officers, and Protective Services Officers. The workshop focuses on foundational leadership skills, including self-awareness, relationship management, ethical culture, and personal leadership reflection.
- Q-Learn Digital Education Platform, a self-paced online learning platform offering blended resources on leadership, professional development and wellbeing.
- Senior Leadership Development Opportunities, which are tailored programs for senior leaders delivered in collaboration with leading institutions, including the Australian Institute of Police Management, Australian and New Zealand School of Government, Australian Defence Force, Australian Institute of Management, and Australian Institute of Company Directors.

These initiatives reflect QPS's commitment to fostering a diverse, skilled, and capable workforce.

Prosecutor training

In October 2023, QPS Prosecution Services released a DFV Online Learning Product (OLP) they developed specifically for prosecutors. The training was designed to enhance the victim-centred, trauma-informed prosecution response to victims of DFV, upskill prosecutors in DFV law generally and highlight recent legislative changes that are relevant to domestic violence orders and the prosecution of DFV-related offenders.

In October 2024, QPS Prosecution Services released an OLP that was developed specifically for prosecutors in relation to sexual violence and gendered issues. The training was designed to provide prosecutors with an awareness of best-practice methods for communicating with victims of sexual violence (with a focus on First Nations women and girls) and responding to evidence of trauma and abuse histories within the context of the law and policies governing prosecutors' work in sexual violence matters. Participants also gain an awareness of gendered issues for women and girls who are accused persons and offenders and how trauma and abuse can contribute to women's offending behaviour. The training encompasses:

- the nature and impact of sexual violence upon victims
- how the gendered nature of sexual violence impacts victims
- key aspects of the law (including recent reforms) in relation to sexual violence
- victim-centric and trauma-informed practices and legislative and policy provisions that prosecutors can utilise to support victims during court processes
- best-practice communication skills for First Nations women and girls who are victims of sexual violence and/or accused persons and offenders
- how a history of trauma and abuse may contribute to women and girls' offending behaviour
- the support services that are available for victims of sexual violence and how prosecutors can assist with referrals to appropriate services.

As at 30 June 2026, the majority of the prosecutors had completed the training for both OLPs. Training has been completed to the greatest extent practicable, taking into account workforce-related factors such as employee movements, leave arrangements and attrition.

Community Supporting Police and Helping Hand

Community Supporting Police is a community driven charitable organisation that operates with the support of the QPS to provide comfort and support to families of police who are experiencing illness or distress in crisis situations. This includes welfare housing located at key points near hospitals across Queensland. Community Supporting Police has been in place for over 30 years and primarily raises funds through the sale of merchandise.

Helping Hand was established in 2004 in response to an increasing need for assistance by QPS members and their families in times of crisis such as serious or terminal illness, injury, or personal trauma.

Helping Hand provides support to families through the provision of professional medical services, equipment, transportation, and other essential living expenses. Helping Hand has supported families with a \$260k contribution this financial year, thanks to ongoing donations from QPS staff.

Enterprise Bargaining Agreements

The QPS Certified Agreement 2025 was certified by the Queensland Industrial Relations Commission (QIRC) on 13 October 2025 and nominally expires on 30 June 2028.

The Queensland Police Protective Services Officer Agreement 2022 nominally expired on 30 June 2025 and while the parties negotiated in good faith, an in-principle agreement could not be reached. The matter has now been formally referred to arbitration before the QIRC.

The QPS is currently negotiating with the six unions to replace the QPS Staff Member Certified Agreement 2023 which has a nominal expiry date of 30 June 2026, in accordance with government approvals.

Early retirement, redundancy and retrenchment

No redundancy, early retirement or retrenchment packages were paid during the reporting period.

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Queensland Police Service
Statement of comprehensive income
For the year ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000
Income from continuing operations			
Appropriation revenue	4	3,903,867	3,428,609
User charges and fees	5	193,403	184,809
Grants and other contributions	6	43,919	64,783
Other revenue		56,664	60,030
Total revenue		<u>4,197,853</u>	<u>3,738,231</u>
Gains on disposals		5,868	3,900
Gains on revaluation of assets	13	1,078	1,425
Total income from continuing operations		<u>4,204,798</u>	<u>3,743,556</u>
Expenses from continuing operations			
Employee expenses	7	3,188,033	2,928,085
Supplies and services	9	732,048	726,444
Grants and subsidies		41,481	33,436
Depreciation and amortisation	12-14	163,182	142,568
Impairment losses/(gains)		83	45
Interest on lease liability		11,386	11,041
Other expenses	10	34,395	32,122
Total expenses from continuing operations		<u>4,170,608</u>	<u>3,873,740</u>
Operating result for the year		<u>34,190</u>	<u>(130,183)</u>
Other comprehensive income not reclassified subsequently to operating result			
Increase/(decrease) in asset revaluation surplus		203,927	99,697
Total other comprehensive income		<u>203,927</u>	<u>99,697</u>
Total comprehensive income		<u>238,117</u>	<u>(30,486)</u>

The accompanying notes form part of these statements.

Queensland Police Service
Statement of financial position
For the year ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000
Assets			
Current assets			
Cash		316,230	177,108
Receivables	11	165,471	185,527
Inventories		14,860	12,807
Prepayments		33,847	29,964
Non-current assets classified as held for sale		1,965	1,664
Total current assets		532,373	407,070
Non-current assets			
Intangible assets	12	49,997	44,682
Property, plant and equipment	13	2,783,584	2,545,331
Right-of-use assets	14	253,094	231,679
Total non-current assets		3,086,676	2,821,693
Total assets		3,619,049	3,228,763
Liabilities			
Current liabilities			
Payables	15	113,595	102,666
Accrued employee benefits	16	150,774	119,586
Lease liabilities	14	14,359	12,537
Other current liabilities	17	109,266	87,829
Total current liabilities		387,995	322,618
Non-current liabilities			
Lease liabilities	14	254,704	230,216
Total non-current liabilities		254,704	230,216
Total liabilities		642,699	552,834
Net assets		2,976,350	2,675,929
Equity			
Contributed equity		2,452,220	2,389,917
Accumulated surplus/(deficit)		(100,043)	(134,233)
Asset revaluation surplus		624,173	420,245
Total equity		2,976,350	2,675,929

The accompanying notes form part of these statements

Queensland Police Service
Statement of changes in equity
For the year ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000
Contributed equity			
Opening balance		2,389,917	2,163,157
Transactions with owners as owners:			
Appropriated equity adjustment	4	54,128	296,431
Net transfers from Machinery-of-Government (MoG) changes - SES from QFD *	3	-	6,607
Net transfers from MoG changes - RSCO to DTMR *	3	-	(34,583)
Net transfers from Post MoG changes - RSCO to DTMR *	3	(3,695)	-
Net transfers from MoG changes - PSN to DTMR *	3	-	(46,564)
Net transfers from MoG changes - FDD to QFD *	3	-	(1,211)
Net transfers from MoG changes - FDD to QH *	3	-	(839)
Other net transfers from other Government entities		12,221	7,435
Other net transfers to other Government entities		(350)	(516)
Closing balance		<u>2,452,220</u>	<u>2,389,917</u>
Accumulated surplus/(deficit)			
Opening balance		(134,233)	(4,050)
Operating result		34,190	(130,183)
Closing balance		<u>(100,043)</u>	<u>(134,233)</u>
Asset revaluation surplus			
Opening balance		420,245	320,548
Increase/(decrease) in asset revaluation surplus		203,927	99,697
Closing balance **		<u>624,173</u>	<u>420,245</u>
Total equity		<u><u>2,976,350</u></u>	<u><u>2,675,929</u></u>

* State Emergency Services (SES)
Queensland Fire Department (QFD)
Road Safety Camera Office (RSCO)
Department of Transport and Main Roads (DTMR)
Public Safety Network (PSN)
Frontline & Digital Division (FDD)
Queensland Health (QH)

** Asset revaluation surplus balance by class - Major plant and equipment \$37 959m (2024-25: \$35 388m), Land \$146.410m (2024-25: \$102 346m), Buildings \$434 336m (2024-25: \$278.458m), Heritage and culture \$0.668m (2024-25: nil) and Infrastructure \$4 800m (2024-25: \$4.053m).

The accompanying notes form part of these statements

Queensland Police Service
Statement of cash flows
For the year ended 30 June 2026

	2026 \$'000	2025 \$'000
Cash flows from operating activities		
<i>Inflows:</i>		
Service appropriation receipts	3,893,842	3,558,610
User charges and fees	216,246	142,560
Grants and other contributions	23,116	40,987
GST input tax credits from ATO	107,894	125,017
GST collected from customers	21,780	19,587
Other	46,260	59,600
<i>Outflows:</i>		
Employee expenses	(3,159,791)	(2,910,876)
Supplies and services	(722,955)	(740,521)
Grants and subsidies	(41,481)	(33,436)
GST paid to suppliers	(109,230)	(122,963)
GST remitted to ATO	(22,191)	(19,587)
Other	(14,144)	(12,085)
Net cash provided by operating activities	239,345	106,894
Cash flows from investing activities		
<i>Inflows:</i>		
Sales of property, plant and equipment	23,764	15,782
<i>Outflows:</i>		
Payments for property, plant and equipment	(166,656)	(343,836)
Payments for intangibles	(12,650)	(11,170)
Net cash used in investing activities	(155,542)	(339,224)
Cash flows from financing activities		
<i>Inflows:</i>		
Equity injections	149,319	353,031
<i>Outflows:</i>		
Equity withdrawals	(63,631)	(56,055)
Lease payments	(29,286)	(22,841)
Net cash provided by financing activities	56,402	274,135
Net increase/(decrease) in cash	140,205	41,805
Decrease in cash from transfers between Government entities	(1,084)	(46,343)
Cash at beginning of financial year	177,108	181,647
Cash at end of financial year	316,230	177,108

The accompanying notes form part of these statements

Queensland Police Service
Notes to the statement of cash flows
For the year ended 30 June 2026

	2026 \$'000	2025 \$'000
Reconciliation of operating result to net cash from operating activities		
Operating result	34,190	(130,183)
Non-cash items included in operating result:		
Depreciation and amortisation	163,182	142,568
Contributed assets	1	1
Net (gain)/loss on sale of property, plant and equipment	(2,444)	(695)
Grants and other contributions	(5,783)	(5,962)
Impairment losses	83	45
Gains on revaluation of assets	(1,078)	(1,425)
Interest expense *	11,386	11,041
Other	(10,107)	(141)
Change in assets and liabilities:		
Increase/(decrease) in accrued employee benefits	31,188	22,732
(Increase)/decrease in annual leave reimbursement receivable	(2,921)	(5,049)
(Increase)/decrease in appropriation revenue receivable	-	49,733
(Increase)/decrease in GST receivable	(1,747)	2,054
(Increase)/decrease in inventories	(2,053)	(4,775)
(Increase)/decrease in long service leave reimbursement receivable	(4)	(491)
(Increase)/decrease in loans and advances	(1)	-
(Increase)/decrease in other receivables	(317)	(53)
(Increase)/decrease in other current assets	(3,883)	7,548
Increase/(decrease) in payables	13,876	(16,356)
(Increase)/decrease in trade receivables	25,046	(45,123)
Increase/(decrease) in unearned revenue	756	1,157
Increase/(decrease) in appropriation revenue payable	(10,025)	80,268
Net cash from operating activities	239,345	106,894

Accounting Policy - Cash

Cash assets include cash on hand and all cash and cheques receipted but not banked as at 30 June.

The department has authorisation to operate in overdraft within a specified limit in accordance with the *Financial Accountability Act 2009*. For 2025-26 the QPS operated with an approved overdraft limit of \$130m. This facility remained fully undrawn at 30 June 2026 and is available for use in the next reporting period.

Reconciliation of lease liabilities arising from financing activities

Opening balance as at 1 July	242,753	8,613
Acquisitions:		
Acquisitions	45,566	246,529
Adjustment due to change in lease	(1,355)	-
Non-cash changes:		
Interest	11,386	11,041
Cash flows:		
Lease liability repayments	(29,286)	(23,429)
Closing balance as at 30 June	269,064	242,753

* Interest expense is not settled through cash payments and is recognised as an increase in lease liability

Queensland Police Service
Summary of expenses by major departmental services
For the year ended 30 June 2026

	Police and Community Safety		State Emergency Services		Marine Rescue Queensland		Department Total	
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Expenses from continuing operations *								
Employee expenses	3,148,271	2,893,712	32,212	28,922	7,550	5,451	3,188,033	2,928,085
Supplies and services	703,130	699,281	18,301	16,627	10,617	10,536	732,048	726,444
Grants and subsidies	21,629	23,326	18,947	6,447	906	3,663	41,481	33,436
Depreciation and amortisation	158,798	140,101	1,178	983	3,206	1,484	163,182	142,568
Impairment losses (gains)	83	45	-	-	-	-	83	45
Interest on lease liability	11,207	10,859	107	124	73	58	11,386	11,041
Other expenses	33,678	31,538	211	204	505	380	34,395	32,122
Total expenses from continuing operations	4,076,796	3,798,861	70,956	53,307	22,856	21,572	4,170,608	3,873,740

* Expenditure relating to Policing, State Emergency Service (SES) and Marine Rescue Queensland (MRQ) activities is presented to align with the operational service areas reported in the QPS Service Delivery Statements (SDS). Revenue, assets and liabilities continue to be reported on a whole-of-Service basis, consistent with the approach adopted in the SDS, noting MRQ and SES represent a relatively small proportion of the Service's overall financial position and performance.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

1 Basis of financial statement preparation

(a) General information

The Queensland Police Service (QPS) is a Queensland Government department established under the *Public Sector Act 2022*. The department was first established by the *Police Act of 1863*. The QPS is a not-for-profit entity and has no controlled entities.

The head office and principal place of business of the department is 200 Roma Street, Brisbane QLD 4000.

(b) Statement of compliance

The department has prepared these financial statements in compliance with section 38 of the *Financial and Performance Management Standard 2019*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on or after 1 July 2025.

These general purpose financial statements have been prepared on an accrual basis in accordance with Australian Accounting Standards and Interpretations applicable to not-for-profit entities.

(c) Taxation

The department is a State body as defined under the *Income Tax Assessment Act 1936 (Cwth)* and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

(d) Basis of measurement

The historical cost convention is used unless fair value is stated as the measurement basis.

(e) Accounting estimates and judgements

The preparation of financial statements necessarily requires the determination and use of certain accounting estimates, assumptions, and management judgements that have the potential to cause a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Such estimates, judgements and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods as relevant.

Estimates and assumptions that have a potential effect on the financial statements are outlined in the following financial statement notes:

- Valuation of property, plant and equipment - Note 13
- Depreciation - Note 13
- Amortisation - Note 12
- Services received below fair value - Notes 6 and 10

(f) Presentation matters

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is less than \$500, to zero, unless disclosure of the full amount is specifically required.

Comparative information has been restated where necessary to be consistent with disclosures in the current year reporting period. Where such restatements have occurred, they are not material to the financial statements.

(g) Future impact of accounting standards not yet effective

At the date of authorisation of the financial report, the expected impacts of new or amended Australian Accounting Standards issued but with future effective dates are set out below

AASB 18 Presentation and Disclosure in Financial Statements

AASB 18 applies to not-for-profit public sector entities for annual reporting periods beginning on or after 1 January 2028, which will be the 2028-29 financial year for the department.

This standard sets out new requirements for the presentation of the Statement of Comprehensive Income, requires new disclosures about management-defined performance measures and removes existing options in the classification of dividends and interest received and interest paid in the Statement of Cash Flows. AASB 18 will only affect presentation and disclosure, it will not affect the recognition or measurement of any reported amounts.

In October 2025, the AASB released Exposure Draft ED 338 which proposed several amendments that, if legislated, would permit relief from the majority of the presentation and disclosure requirements by not-for-profit public sector entities via an explicit accounting policy choice.

The department will further assess the expected impacts of AASB 18 in subsequent reporting periods once the AASB issues a final amending standard and Queensland Treasury has communicated its policy intentions in respect of accounting policy choices permitted by the standard.

AASB 2024-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments

AASB 2024-2 is effective on or after 1 January 2026 (2026-27 financial year). It amends AASB 7 *Financial Instruments Disclosures* and AASB 9 *Financial Instruments* to address issues in financial instrument reporting for modern payment practices and the rise of environmental, social and corporate governance (ESG) linked financial products.

The department does not expect the amendments to have a material impact on the financial statements.

Other standards and interpretations

All Australian accounting standards and interpretations with future effective dates are either not applicable to the department or have no material impact

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

1 Basis of financial statement preparation (continued)

(h) Accounting standards applied for the first time

The department did not voluntarily change any of its accounting policies during 2025-26.

AASB 2026-1 Amendments to Australian Accounting Standards – Disclosures about Uncertainties in the Financial Statements

AASB 2026-1 introduces new illustrative examples to accompany AASB 136 *Impairment of Assets* and AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*. It improves the transparency of estimation of uncertainties in financial reporting and helps entities better report the effects of uncertainties in their financial statements.

The amendments standard commences from the financial year beginning on or after 1 January 2025 (that is, 1 July 2025 for entities with a 30 June balance date). The department does not expect its adoption to have a material impact on the financial statements.

2 Objectives and principal activities of the department

The purpose of the QPS in 2025-26 is

- to keep the people, places and communities of Queensland safe through excellence in policing and community safety services, and
- with the State Emergency Service (SES), to prepare for and respond to disaster events and emergencies ensuring the safety of all individuals and communities affected, and
- with the Marine Rescue Queensland (MRQ), to deliver community safety in Queensland by preparing for and responding to maritime search and rescue incidents and disaster events at sea, ensuring the safety of all individuals and communities.

3 Machinery-of-Government changes

2026

Transfers out

- **Road Safety Camera Office (RSCO)** - Following the machinery-of-government changes effective 15 July 2024, QPS identified additional RSCO assets to be transferred to the Department of Transport and Main Roads (DTMR), effective 1 July 2025

Assets	
Cash	\$1.084m
Property, plant & equipment	\$2.611m

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

3 Machinery-of-Government changes (continued)
2025

Transfers in

• State Emergency Services (SES) - As a result of the *Public Service Departmental Arrangements Notice (No. 2) 2024*, effective 1 July 2024, assets of SES were transferred from QFD to QPS

Assets	
Cash	\$0.815m
Inventory	\$1.320m
Property, plant & equipment	\$4.472m

Transfers out

• Road Safety Camera Office (RSCO) - Effective 15 July 2024, the RSCO functions were transferred to DTMR, as per the *Public Service Departmental Arrangements Notice (No. 1) 2024*. The effective transfer date for financial reporting purposes was 1 August 2024, with the following transfer out to DTMR.

Assets	
Cash	\$29.059m
Property, plant & equipment	\$5.524m

• Public Safety Network (PSN) - Effective 19 August 2024, PSN functions were transferred from QPS to the Centre for Information Technology and Communication (CITEC) under DTMR, as per the *Public Service Departmental Arrangements Notice (No. 6) 2024*. The effective transfer date for financial reporting purposes was 1 September 2024, with the following transfer out to DTMR

Assets	
Cash	\$18.098m
Receivable	\$3.542m
Other current assets	\$0.968m
Property, plant & equipment	\$27.049m
Liabilities	
Payables	\$3.090m
Accrued employee benefits	\$0.006m

• Certain functions of Frontline & Digital Division (FDD) - Effective 19 August 2024, specific functions within FDD that directly support other departments were transferred from QPS to QFD and QAS (QH), as outlined in the *Public Service Departmental Arrangements Notice (No. 6) 2024*. This transfer involves two phases

- Tranche 1: The effective transfer date for financial reporting purposes was 1 September 2024.

- Tranche 2: The remaining functions will be transferred from QPS to QFD and QAS (QH) effective 1 July 2026 as prescribed by the *Public Service Departmental Arrangements Notice (No. 3) 2026* (refer to Note 25).

	QFD	QH
Assets		
Other current assets	\$0.911m	\$0.839m
Property, plant & equipment	\$0.300m	-

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

	2026 \$'000	2025 \$'000
4 Appropriation revenue		
Reconciliation of payments from Consolidated Fund to appropriation revenue recognised in operating result		
Original budgeted appropriation	3,816,686	3,446,270
Supplementary amounts		
Transfers from/(to) other departments	-	(51,124)
Transfers from/(to) other headings	11,031	49,404
Unforeseen expenditure	66,125	114,060
Total appropriation receipts (cash)	3,893,842	3,558,610
Less: Opening balance of appropriation revenue receivable	-	(49,733)
Plus: Closing balance of appropriation revenue payable	80,268	-
Less: Closing balance of appropriation revenue payable	(70,243)	(80,268)
Appropriation revenue recognised in statement of comprehensive income	<u>3,903,867</u>	<u>3,428,609</u>
Reconciliation of payments from Consolidated Fund to equity adjustment recognised in contributed equity		
Budgeted equity adjustment appropriation	96,719	343,184
Transfers from other departments	-	3,196
Transfers from/(to) other headings	(11,031)	(49,404)
Equity adjustment receipts (payments)	85,688	296,976
Plus: Opening balance of equity adjustment payable	3,220	2,675
Less: Closing balance of equity adjustment payable	(34,780)	(3,220)
Equity adjustment recognised in contributed equity	<u>54,128</u>	<u>296,431</u>

Accounting Policy - Appropriation revenue

Appropriations provided under the *Appropriation Act 2025* are recognised as revenue when received or receivable. Where approved, appropriation revenue is recorded as a receivable if the approved amounts are not received at the end of the reporting period. Where the department had an obligation to return unspent (or unapplied) appropriation receipts to Consolidated Fund at year end (a deferred appropriation repayable to Consolidation Fund), a liability is recognised with a corresponding reduction to appropriation revenue, reflecting the net appropriation revenue position with Consolidated Fund for the reporting period.

5 User charges and fees

Special services	50,298	49,891
Incident reporting	1,865	1,670
Criminal history checks	20,750	19,325
Aviation user charges	778	983
Service level agreements *	35,293	34,368
Security services	84,419	78,572
Total	<u>193,403</u>	<u>184,809</u>

* Revenue received under Service Level Agreements (SLA's) primarily comprises of revenue received for ICT support and innovation services to other Queensland government entities. This consists of \$16.0m (2024-25: \$15.8m) from QFD, \$19.0m (2024-25: \$16.8m) from QH and \$0.3m (2024-25: \$1.8m) from other Queensland government entities. Certain ICT functions were transferred from QPS to QFD and QH in 2026-27 (refer to Note 25).

Accounting Policy - User charges and fees

User charges and fees are recognised as revenues when the revenue has been earned and can be measured reliably with a sufficient degree of certainty. This occurs upon delivery of the goods to the customer or completion of the requested services at which time the invoice is raised. Accrued revenue is recognised if the revenue has been earned but not yet invoiced.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

	2026 \$'000	2025 \$'000
6 Grants and other contributions		
Grants and contributions	17,493	38,769
Donations, gifts and services received below fair value *	26,425	26,013
Total	43,919	64,783

* Included in the 2025-26 services received below fair value figure is \$19.9m (2024-25: \$19.2m) representing costs for services mainly incurred by QH and the Queensland Government Wireless Network (GWN) provided by the Department of Customer Services, Open Data and Small and Family Business (CDSB) to the QPS. The cost of services provided are materially represented at fair value.

Accounting Policy - Grants and contributions

Where the grant agreement is enforceable and contains sufficiently specific performance obligations for the department to transfer goods or services to a third-party on the grantor's behalf, the transaction is accounted for under AASB 15 *Revenue from Contracts with Customers*. In this case, revenue is initially deferred and recognised as or when the performance obligations are satisfied. Otherwise, the grant is accounted for under AASB 1058 *Income of Not-for-Profit Entities*, whereby revenue is recognised upon receipt of the grant funding.

Accounting Policy - Services received free of charge, below fair value or for nominal value

Contributions of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as revenue and an expense in the statement of comprehensive income.

7 Employee expenses

Employee benefits		
Wages and salaries	2,254,899	2,077,833
Employer superannuation contributions	401,967	371,822
Long service leave levy	66,147	60,949
Annual leave levy	295,197	272,624
Other employee benefits	27,603	22,477
Employee related expenses		
Workers' compensation premium	142,219	122,379
Total	3,188,033	2,928,085

The number of employees as at 30 June including both full-time employees and part-time employees, measured on a full-time equivalent basis, reflecting Minimum Obligatory Human Resource Information (MOHRI), is:

Full-Time equivalent employees (number)	19,257	18,703
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Accounting Policy - Employee expenses

Wages, salaries and sick leave

Wages and salaries due but unpaid at reporting date are recognised in the statement of financial position at the current salary rates.

For unpaid entitlements expected to be paid within 12 months of the reporting date, the liabilities are recognised at their undiscounted values. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Annual leave and long service leave

The department is a member of the Queensland Government's Annual Leave Central Scheme (ALCS) and Long Service Leave Central Scheme (LSLCS). A levy is payable to cover the cost of employees' annual leave (including leave loading and on-costs) and long service leave. The levies are expensed in the period in which they are payable. Amounts paid to employees for annual leave and long service leave are claimed from the scheme quarterly in arrears.

Superannuation

Post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Queensland Government's defined benefit plan (the former QSuper defined benefit categories now administered by the Government Division of the Australian Retirement Trust) as determined by the employee's conditions of employment.

Defined contribution plans - Contributions are made to eligible complying superannuation funds based on the rates specified in the relevant Enterprise Bargaining Agreement (EBA) or other conditions of employment. Contributions are expensed when they are paid or become payable following completion of the employee's service each pay period.

Defined benefit plan - The liability for defined benefits is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*. The amount of contributions for defined benefit plan obligations is based upon the rates determined on the advice of the State Actuary. Contributions are paid by the department at the specified rate following completion of the employee's service each pay period. The department's obligations are limited to those contributions paid

Workers' compensation premium

The department pays premiums to WorkCover Queensland in respect of its obligations for employee compensation. Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

8 Key Management Personnel disclosures

(a) Details of Key Management Personnel (KMP)

Key management personnel include those positions that had direct or indirect authority and responsibility for planning, directing and controlling the activities of the department during 2025-26. The department's responsible Minister is the Minister for Police and Emergency Services and is identified as part of the department's KMP.

Further information on non-Ministerial KMP personnel can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Position Responsibility
Current	
Commissioner (*)	Responsible for the overall efficient and proper administration, management and functioning of the department
General Manager - Office of The Commissioner (**)	Responsible for setting the strategic direction and driving innovation across the Queensland Police Service, and for the coordination and delivery of corporate and policing services attributed to Communications, Culture & Engagement Division, Domestic, Family Violence & Vulnerable Persons Command, Office of the General Counsel, Policy & Insight Division, State Discipline, Transformation Delivery Office and First Nations Division
Deputy Commissioner - Regional Operations	Responsible for the operations associated with all regions and the State Custody and Property Group, and frontline policing services to ensure greater collaboration and planning to address future demand
Deputy Commissioner - Specialist Operations	Responsible for expert specialist and investigative support, advice, and direction in all areas of the crime, counter-terrorism, ethical standards, intelligence and other specialist operations
Deputy Commissioner - Disaster and Emergency Management	Responsible for overseeing the operations for disaster response in Queensland through the Emergency Management and Coordination Command (EMCC), State Emergency Service (SES), Marine Rescue Queensland (MRQ), and the Olympic and Paralympic Games Group
Deputy Commissioner - People and Assets (**)	Responsible for overseeing operations associated with five divisions and commands including Finance and Procurement Division, Frontline and Digital Division, Workforce Management and Wellbeing Division, Recruiting and Development Command and Assets Division
Discontinued	
Deputy Chief Executive - Strategy and Corporate Services (**)	Responsible for continuous improvement and review, organisational efficiencies, and better service provision to the community
Deputy Commissioner - Regional Services (**)	Responsible for the coordination and delivery of a range of expert specialist, technical, training, logistical and operational support, and advice to enhance frontline policing activities state-wide

(*) The previous incumbent for the Commissioner position returned from long-term leave on 15 September 2025 and separated on 20 February 2026. The current Acting Commissioner commenced on 21 February 2026.

(**) As a result of the implementation of the 100 Day Review recommendations, the following structural changes took effect on 7 October 2025

- The Regional Services portfolio was disestablished
- The Office of the Commissioner was established, and
- Strategy and Corporate Services was restructured, resulting in the establishment of the People and Assets function.

(b) Remuneration policies

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland's Members' Remuneration Handbook. The department does not bear any cost of remuneration of Ministers. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of the Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers is disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury's Report on State Finances.

Remuneration policy for the department's other KMP is set by the Queensland Public Sector Commission as provided for under the *Public Sector Act 2022*. Individual remuneration and other terms of employment for the KMP are specified in employment contracts.

Remuneration expenses for KMP comprise the following components:

- Short term employee expenses including
 - salaries, allowances and leave entitlements earned and expensed for the entire year or for that part of the year during which the employee was a KMP, and
 - non-monetary benefits - may include provision of a motor vehicle and fringe benefits tax applicable to benefits.
- Long term employee benefits include amounts expensed in respect of long service leave entitlements earned.
- Post employment benefits include amounts expensed in respect of employer superannuation obligations.
- Termination benefits include payments in lieu of notice on termination and other lump sum separation entitlements (excluding annual and long service leave entitlements) payable on termination of employment or acceptance of an offer of termination of employment.

No KMP remuneration packages provide for performance or bonus payments.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

8 Key Management Personnel disclosures (continued)

(c) Remuneration expenses

1 July 2025 – 30 June 2026

Position	Short Term Employee Expenses		Long Term Employee Expenses	Post Employment Expenses	Termination Benefits	Total Expenses
	Monetary Expenses	Non-Monetary Benefits				
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Commissioner * (15 September 2025 - 20 February 2026, on leave between 1 July 2025 - 14 September 2025)	261	4	7	32	274	579
A/Commissioner (Acting 21 February 2026 - 30 June 2026)	205	1	5	24	-	235
A/Deputy Commissioner - Regional Operations ** (Acting 1 July 2025 - 6 October 2025)	92	15	2	16	-	126
Deputy Commissioner - Regional Operations (Appointed 19 January 2026)	133	-	3	16	-	153
Deputy Commissioner - Regional Services (1 July 2025 - 12 September 2025)	77	2	2	13	544	638
A/General Manager - Office of The Commissioner (Acting 7 October - 1 February 2026)	114	3	3	15	-	134
General Manager - Office of The Commissioner (Appointed 2 February 2026)	140	4	4	16	-	164
Deputy Commissioner - Specialist Operations	341	30	9	62	-	442
Deputy Commissioner - People and Assets (Acting 7 October 2025 - 30 October 2025. Appointed 31 October 2025)	221	13	6	43	-	283
A/Deputy Chief Executive - Strategy and Corporate Services (Acting 1 July 2025 - 6 October 2025)	79	2	2	10	-	94
Deputy Commissioner - Disaster and Emergency Management (Acting 1 July 2025 - 30 October 2025. Appointed 31 October 2025)	397	4	10	68	-	480

* The Commissioner role was undertaken by two acting incumbents for short periods from 1 July 2025 to 14 September 2025 prior to the return of the substantive occupant from extended leave on 15 September 2025.

** The Deputy Commissioner Regional Operations role was undertaken by two acting incumbents for short periods from 7 October 2025 to 18 January 2026 prior to the appointment of the substantive occupant on 19 January 2026.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

8 Key Management Personnel disclosures (continued)

1 July 2024 – 30 June 2025

Position	Short Term Employee Expenses		Long Term Employee Expenses	Post Employment Expenses	Termination Benefits	Total Expenses
	Monetary Expenses	Non-Monetary Benefits				
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Commissioner (1 July 2024 - 28 February 2025, on leave from 1 March 2025)	368	4	10	72	-	454
A/Commissioner (Acting 1 March 2025 - 30 June 2025)	216	-	6	35	-	257
A/Deputy Commissioner - Regional Operations and Youth Crime (Acting 1 July 2024 - 30 June 2025)	321	23	8	55	-	408
Deputy Commissioner - Regional Services	331	13	9	59	-	412
Deputy Commissioner - Specialist Operations	311	28	8	54	-	401
Deputy Chief Executive - Strategy and Corporate Services * (1 July 2024 - 5 November 2024, on extended leave from 6 November 2024)	105	-	3	13	-	121
A/Deputy Chief Executive - Strategy and Corporate Services (Acting 11 November 2024 - 30 June 2025)	179	1	5	23	-	208
Deputy Commissioner - Disaster and Emergency Management (1 July 2024 - 28 February 2025)	252	4	7	45	-	308
A/Deputy Commissioner - Disaster and Emergency Management (Acting 28 February 2025 - 30 June 2025)	117	-	3	19	-	139

* The substantive occupant of the Deputy Chief Executive Officer, Strategy and Corporate Services position was not a key management personnel member during 2025-26. A termination payment of \$421 thousand was made during 2025-26 in relation to this position.

(d) Related party transactions with people/entities related to KMP

There were no material related party transactions associated with the department's KMP during 2025-26 (2024-25: nil).

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

	2026 \$'000	2025 \$'000
9 Supplies and services		
Contractors	35,823	72,253
Materials	129,543	67,753
Repairs and maintenance	146,128	137,150
Transfer costs	11,899	11,547
Travel	49,558	55,411
Communications	85,237	86,274
Accommodation and public utilities *	25,103	22,371
Minor equipment purchases	11,446	8,693
Lease expenses **	45,446	43,239
Crimtrac search fees	13,870	11,473
Aircraft hire	19,993	29,163
Outsourced works	53,641	51,717
Computing facilities management	3,051	4,361
Postage	1,570	1,570
Management fees	26,634	25,423
Computer external databases	8,130	14,715
Service level agreement charges	15,988	17,728
Other	48,989	65,604
Total	732,048	726,444

* Office accommodation and employee housing payments for non-specialised commercial office accommodation under the Queensland Government Accommodation Office (QGAO) framework and residential accommodation properties under the Government Employee Housing (GEH) program arise from non-lease arrangements with the Department of Housing and Public Works (DHPW), who has substantive substitution rights over the assets used within these schemes. Payments are expensed as incurred.

** Lease expenses include lease rentals for short-term leases, leases of low value assets and variable lease payments (refer to Note 14 for breakdown of lease expenses).

10 Other expenses

Audit fees *	442	471
Insurance premiums-QGIF	11,703	10,863
Insurance premiums-other	247	199
Special payments **	1,504	532
Services received below fair value ***	20,497	20,056
Total	34,395	32,122

* Total audit fees to the Queensland Audit Office relating to the 2025-26 financial statements are estimated to be \$405,000 (2024-25 \$440,000).

** The department made 30 ex-gratia payments exceeding \$5,000 (2024-25: 6 payments) each to individuals and private entities in relation to the department's policing operations and settlement of other matters.

*** Included in the 2025-26 Services received below fair value figure is \$19.9m (2024-25: \$19.2m) representing costs for services mainly incurred by QH and the Queensland GWN provided by CDSB to the QPS (refer to Note 6).

Accounting Policy - Insurance

The majority of the department's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund (QGIF) with premiums being paid on a risk assessment basis. The department privately insures its Air-wing pilots.

For litigation purposes, under the QGIF policy, the department would be able to claim back, less a \$10,000 deductible, the amount paid to successful litigants. Accordingly, the department has no litigation related contingent liabilities which would have a material impact on the information disclosed in the 2025-26 financial statements (refer to Note 20).

Accounting Policy - Special payments

Special payments represent ex-gratia expenditure and other expenditure that the department is not contractually or legally obligated to make to other parties.

Accounting Policy - Services received free of charge, below fair value or for nominal value

Contributions of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as a revenue and an expense in the statement of comprehensive income.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

	2026 \$'000	2025 \$'000
11 Receivables		
Current		
Trade debtors	68,578	93,541
Less Allowance for impairment loss	(349)	(266)
	<u>68,229</u>	<u>93,275</u>
GST receivable	9,438	7,691
	<u>9,438</u>	<u>7,691</u>
Annual leave reimbursements	72,198	69,278
Long service leave reimbursements	13,386	13,382
Loans and advances	10	9
Other	2,210	1,892
	<u>87,804</u>	<u>84,561</u>
Total	<u>165,471</u>	<u>185,527</u>

Accounting Policy - Receivables

Trade debtors are recognised at the amounts due at the time of sale or service delivery i.e. the agreed purchase/contract price. The department's standard settlement terms is 30 days from the invoice date

Other receivables generally arise from transactions outside the usual operating activities of the department and are recognised at their assessed values.

Accounting Policy - Impairment of receivables

The department has calculated the allowance for impairment based on AASB 9 *Financial Instruments* and has used historical data to calculate historical loss rates and the lifetime expected credit losses which provides the basis for the calculation for the allowance for impairment loss. The allowance for impairment reflects lifetime expected credit losses and incorporates reasonable and supportable forward-looking information. Economic changes impacting the department's debtors and relevant industry data also form part of the department's impairment assessment.

Where the department determines that an amount owing by a debtor becomes uncollectible (after the appropriate debt recovery actions have occurred), the debt is written-off by directly reducing the receivable against the loss allowance. Where the amount of debt written off exceeds the loss allowance, the excess is recognised as an impairment loss.

Accounting Policy - Credit risk exposure of receivables

The maximum exposure to credit risk at balance date for receivables is the gross carrying amount of those assets.

The department uses a provision matrix to measure the expected credit losses on trade and other debtors. The calculations reflect historical observed default rates calculated using credit losses experienced on past transactions during a 10 year period. The historical default rates are then adjusted by reasonable and supportable forward-looking information for expected changes in macroeconomic indicators that affect the future recovery of those receivables. For the department, a change in the CPI rate is determined to be the most relevant forward-looking indicator for trade and other debtors. The historical default rates are adjusted based on expected changes to that indicator.

Queensland Police Service
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12 Intangible assets

	Software purchased	Software internally generated	Software work in progress	Total
	2026 \$'000	2026 \$'000	2026 \$'000	2026 \$'000
Gross value	3,431	202,325	8,885	214,640
Less: Accumulated amortisation	(3,365)	(161,279)	-	(164,643)
	<u>66</u>	<u>41,046</u>	<u>8,885</u>	<u>49,997</u>
Reconciliation				
Opening balance	80	40,447	4,156	44,683
Acquisitions	-	4,863	7,787	12,650
Transfers between classes	-	3,059	(3,059)	-
Amortisation	(13)	(7,323)	-	(7,336)
Closing balance	<u>66</u>	<u>41,046</u>	<u>8,885</u>	<u>49,997</u>

	Software purchased	Software internally generated	Software work in progress	Total
	2025 \$'000	2025 \$'000	2025 \$'000	2025 \$'000
Gross value	3,431	201,175	4,156	208,762
Less: Accumulated amortisation	(3,351)	(160,729)	-	(164,080)
	<u>80</u>	<u>40,447</u>	<u>4,156</u>	<u>44,682</u>
Reconciliation				
Opening balance	265	22,782	15,873	38,920
Acquisitions	-	11,163	7	11,170
Transfers out to other Government agencies	-	(469)	-	(469)
Transfers between classes	93	11,631	(11,724)	-
Amortisation	(278)	(4,661)	-	(4,939)
Closing balance	<u>80</u>	<u>40,447</u>	<u>4,156</u>	<u>44,682</u>

Accounting Policy - Recognition thresholds for intangible assets

Intangible assets with a cost or other value equal to or in excess of \$100,000 are capitalised for financial reporting purposes in the year of acquisition. Items purchased or acquired for a lesser value are expensed in the year of acquisition. Any training costs are expensed as incurred.

Accounting Policy - Amortisation of intangible assets

All intangible assets are amortised on a straight line basis over their estimated useful life against an 8% - 20% amortisation rate.

Accounting Policy - Impairment of intangible assets

All intangible assets are assessed for indicators of impairment on an annual basis in accordance with AASB 136 *Impairment of Assets*. If an indicator of possible impairment exists, the department determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss. There were no impairments identified for the 2025-26 financial year.

Queensland Police Service
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For the year ended 30 June 2026

13 Property, plant and equipment

	Land	Buildings	Heritage and cultural *	Plant and equipment	Major plant and equipment	Infrastructure	Work in progress	Total
	2026 \$'000	2026 \$'000	2026 \$'000	2026 \$'000	2026 \$'000	2026 \$'000	2026 \$'000	2026 \$'000
Gross value	624,513	2,776,891	56,888	653,277	132,704	16,436	141,237	4,401,946
Less. Accumulated depreciation	-	(1,157,078)	(33,217)	(418,192)	(4,687)	(5,188)	-	(1,618,362)
	<u>624,513</u>	<u>1,619,813</u>	<u>23,670</u>	<u>235,085</u>	<u>128,018</u>	<u>11,248</u>	<u>141,237</u>	<u>2,783,584</u>
Reconciliation								
Opening balance	565,822	1,485,580	21,184	211,740	128,808	10,823	121,374	2,545,331
Acquisitions	5,790	3,425	18	72,619	8,617	-	81,062	171,531
Donations received	-	30	-	117	-	-	-	147
Net revaluation increments in operating surplus	-	-	1,078	-	-	-	-	1,078
Net revaluation increments recognised in asset revaluation surplus	44,063	155,878	668	-	2,570	748	-	203,928
Transfers between classes	1,372	33,639	1,947	15,169	4,256	-	(56,383)	-
Disposals	(4,311)	(268)	(200)	(10,532)	(1,273)	-	(4,816)	(21,400)
Transfers in from other Government entities **	12,126	-	95	-	-	-	-	12,221
Transfers out to other Government entities **	(350)	-	-	-	-	-	-	(350)
Donations made	-	-	-	(797)	-	-	-	(797)
Depreciation	-	(58,471)	(1,119)	(53,233)	(14,960)	(323)	-	(128,106)
Closing balance	<u>624,513</u>	<u>1,619,813</u>	<u>23,670</u>	<u>235,085</u>	<u>128,018</u>	<u>11,248</u>	<u>141,237</u>	<u>2,783,584</u>

* Revaluation increments of the heritage and cultural asset class were recognised in the operating result to reverse previously expensed revaluation decrements, with the remaining increment recognised in the asset revaluation surplus.

** Refer to Statement of changes in equity

	Land	Buildings	Heritage and cultural	Plant and equipment	Major plant and equipment	Infrastructure	Work in progress	Total
	2025 \$'000	2025 \$'000	2025 \$'000	2025 \$'000	2025 \$'000	2025 \$'000	2025 \$'000	2025 \$'000
Gross value	565,822	2,524,368	51,494	607,539	130,659	15,330	121,374	4,016,585
Less. Accumulated depreciation	-	(1,038,787)	(30,310)	(395,800)	(1,851)	(4,507)	-	(1,471,254)
	<u>565,822</u>	<u>1,485,580</u>	<u>21,184</u>	<u>211,740</u>	<u>128,808</u>	<u>10,823</u>	<u>121,374</u>	<u>2,545,331</u>
Reconciliation								
Opening balance	560,675	1,174,431	20,184	242,507	68,924	10,745	199,996	2,277,463
Acquisitions	(968)	1,465	23	41,467	5,291	-	278,172	325,450
Net revaluation decrements in operating surplus	-	-	1,425	-	-	-	-	1,425
Net revaluation increments recognised in asset revaluation surplus	26,523	66,160	-	-	6,699	315	-	99,697
Transfers between classes	(17,667)	293,710	473	15,433	61,953	79	(353,980)	-
Disposals	(4,074)	(153)	-	(13,924)	(1,182)	-	(2,814)	(22,147)
Transfers in from other Government entities	1,521	1,137	-	1,935	-	-	-	4,592
Transfers out to other Government entities	-	(509)	-	(25,223)	-	-	-	(25,733)
Donations made	(188)	(3)	-	(74)	-	-	-	(265)
Depreciation	-	(50,658)	(921)	(50,381)	(12,877)	(316)	-	(115,153)
Closing balance	<u>565,822</u>	<u>1,485,580</u>	<u>21,184</u>	<u>211,740</u>	<u>128,808</u>	<u>10,823</u>	<u>121,374</u>	<u>2,545,331</u>

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

13 Property, plant and equipment (continued)

Accounting Policy - Ownership and acquisitions of assets

Historical cost is used for the initial recording of all non-current physical asset acquisitions. Historical cost is determined as the value provided as consideration plus costs incidental to the acquisition and costs incurred in getting the asset ready for use. However, any training costs are expensed as incurred.

Assets acquired at no cost or for nominal consideration, other than from an involuntary transfer from another Queensland government department, are recognised at their fair value at the date of acquisition in accordance with AASB 116 *Property, Plant and Equipment*.

Where assets are received free of charge from another Queensland Government department (whether as a result of a Machinery-of-Government change or other involuntary transfer), the acquisition cost is recognised as the gross carrying amount in the accounts of the transferor immediately prior to the transfer together with any accumulated depreciation.

Assets under construction are recorded as capital work in progress until the date of practical completion, at which time they are transferred to the appropriate asset class.

Accounting Policy - Recognition thresholds for property, plant and equipment

Items of property, plant and equipment, with a historical cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition.

Class	Threshold (\$)
Land	1
Buildings	10,000
Heritage and cultural	5,000
Plant and equipment	5,000
Major plant and equipment	5,000
Infrastructure	10,000

Items purchased or acquired for a lesser value are expensed in the year of acquisition.

Land improvements undertaken by the department are included with buildings. However, land improvements of significant value (Wacol Youth Justice Remand Centre) have been recognised separately to the main building.

Accounting Policy - Componentisation of complex assets

Complex assets comprise separately identifiable components (or groups of components) of significant value, that require replacement at regular intervals and at different times to other components comprising the complex asset.

On initial recognition the asset recognition thresholds outlined above apply to the complex asset as a single item. Where the complex asset qualifies for recognition, components are then separately recorded when their value is significant relative to the total cost of the complex asset.

When a separately identifiable component (or groups of components) of significant value is replaced, the existing component(s) is derecognised. The replacement component(s) is capitalised when it is probable that future economic benefits from the significant component will flow to the department in conjunction with the other components comprising the complex asset and the cost exceeds the asset recognition thresholds specified above. Replacement components that do not meet the asset recognition thresholds for capitalisation are expensed.

Components are valued on the same basis as the asset class to which they relate.

The department's aircraft are categorised as complex assets.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

13 Property, plant and equipment (continued)

Accounting Policy - Measurement of property, plant and equipment using fair value

Land, buildings, infrastructure, major plant and equipment, and heritage and cultural assets are measured at fair value as required by Queensland Treasury's Non-Current Asset Policies for the Queensland Public Sector. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less any subsequent accumulated depreciation and impairment losses where applicable.

The cost of items acquired during the financial year has been judged by management of the department to materially represent their fair value at the end of the reporting period.

Accounting Policy - Measurement of property, plant and equipment using cost

Plant and equipment, (that is not classified as major plant and equipment) is measured at cost in accordance with Queensland Treasury's Non-Current Asset Policies for the Queensland Public Sector. The carrying amounts for such plant and equipment at cost has been assessed as not materially different from their fair value.

Accounting Policy - Revaluation of property, plant and equipment measured at fair value

Property, plant and equipment classes measured at fair value are revalued on an annual basis either by appraisals undertaken by an independent professional valuer, internal experts or by the use of appropriate and relevant indices.

Revaluations for land, buildings, infrastructure and heritage and cultural assets using an independent professional valuer are undertaken on a rolling basis over a four year period. However, if a particular asset class experiences significant or volatile changes in fair value, that class is subject to specific appraisals in the current reporting period, where practicable, regardless of the timing of the last specific appraisal. Major plant and equipment assets (aircraft) are independently revalued on an annual basis.

The fair values reported are based on appropriate valuation techniques that maximise the use of available and relevant observable inputs and minimise the use of unobservable inputs.

Where assets have not been specifically appraised in the reporting period, their previous valuations are materially kept up-to-date via the application of relevant indices. The department ensures that the application of such indices results in a valid estimation of the assets' fair values at reporting date. Marsh supplies the indices used for the land, buildings, infrastructure and heritage and cultural assets. Such indices are either publicly available, or are derived from market information available. Marsh provides assurance of their robustness, validity and appropriateness for application to the relevant assets. Indices used are also tested for reasonableness by applying the indices to a sample of assets, comparing the results to similar assets that have been valued by an independent professional valuer or internal expert, and analysing the trend of changes in values over time. Through this process, which is undertaken annually, management assesses and confirms the relevance and suitability of indices provided by Marsh based on the department's own particular circumstances.

Any revaluation increment arising on the revaluation of an asset is credited to the asset revaluation surplus of the appropriate class, except to the extent it reverses a revaluation decrement for the class previously recognised as an expense. A decrease in the carrying amount on revaluation is charged as an expense, to the extent it exceeds the balance, if any, in the revaluation surplus relating to that asset class.

Revaluation methodology

All revaluations were performed by Marsh as at 30 June 2026.

Land

Independent revaluations were performed for land in the QPS Southern Region and South Eastern Region as at 30 June 2026, as part of the four year rolling program, by Marsh.

Land not subject to market specific appraisal were revalued using indices supplied by Marsh based on individual factor changes for each property as derived from a review of market transactions and having regard to the review of land values undertaken for local government locations.

Buildings and Heritage and cultural assets

Independent revaluations were performed for buildings in the QPS Southern Region and South Eastern Region as at 30 June 2026, as part of the four year rolling program, by Marsh.

The process involved data collected by desktop and external inspection and was based on current replacement cost, unless a market price in an active and liquid market existed.

Buildings and Heritage and cultural assets not subject to market specific appraisal were revalued using the most appropriate method of indexation, determined by the type of asset, as provided by Marsh. Marsh calculates the indices by a weighted matrix based on various sources for both a cost approach and market approach. The indices data for the built asset classes are based on construction movements as well as other factors intrinsic to the construction process. These indices were determined to be the most appropriate when considering the department's asset types and were accepted and applied by management on the basis they resulted in a materially accurate representation of the fair value of buildings as at 30 June 2026.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

13 Property, plant and equipment (continued)

Infrastructure

Independent revaluations were performed for infrastructure assets in the QPS Southern Region and South Eastern Region as at 30 June 2026, as part of the four year rolling program, by Marsh.

Infrastructure assets not subject to market specific appraisal were revalued using the most appropriate method of indexation, determined by the type of asset, as provided by Marsh. Marsh calculates the indices by a weighted matrix based on various sources for both a cost approach and market approach.

Major plant and equipment

All thirteen aircraft were independently revalued by Marsh as at 30 June 2026. The revaluations were determined using current market values. As a result of the volatility of the exchange rate, the fair value of aircraft was reassessed at balance date. No material change was noted as the impacts are expected to be temporary in nature, with recovery expected in the short to medium term. The revaluations were determined using current market values if sold on the open market, after investigating and analysing the sale prices of similar second-hand aircraft. Particular regard has been given to the aircraft's general appearance, condition and remaining useful life on all major components.

Accounting Policy - Fair value measurement

Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique.

Observable inputs are publicly available data that are relevant to the characteristics of the assets being valued. Observable inputs used by the department include, but are not limited to, published sales data for land and general office buildings.

Unobservable inputs are data, assumptions and judgements that are not available publicly, but are relevant to the characteristics of the assets being valued. Significant unobservable inputs used by the department include, but are not limited to, subjective adjustments made to observable data to take account of the characteristics of the department's assets, internal records of recent construction costs (and/or estimates of such costs), assets' characteristics/functionality, and assessments of physical condition and remaining useful life. Unobservable inputs are used to the extent that sufficient relevant and reliable observable inputs are not available for similar assets.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use. The current use is determined as highest and best use for all assets.

Fair Value Measurement Hierarchy

All assets of the department for which fair value is measured or disclosed in the financial statements are categorised within the following fair value hierarchy, based on the data and assumptions used in the most recent specific appraisals:

- Level 1 – represents fair value measurements that reflect unadjusted quoted market prices in active markets for identical assets;
- Level 2 – represents fair value measurements that are substantially derived from inputs (other than quoted prices included within level 1) that are observable, either directly or indirectly; and
- Level 3 – represents fair value measurements that are substantially derived from unobservable inputs.

None of the department's valuations of assets are eligible for categorisation into level 1 of the fair value hierarchy.

Categorisation of fair values recognised as at 30 June

	Level 2 \$'000		Level 3 \$'000		Total \$'000	
	2026	2025	2026	2025	2026	2025
Land	624,513	565,822	-	-	624,513	565,822
Buildings	213,547	203,466	1,406,266	1,282,114	1,619,813	1,485,580
Heritage and cultural	2,033	1,943	21,637	19,241	23,670	21,184
Infrastructure	79	76	11,170	10,747	11,249	10,823
Major plant and equipment	128,018	128,808	-	-	128,018	128,808

Queensland Police Service
Notes to the financial statements
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13 Property, plant and equipment (continued)

Level 3 fair value reconciliation

	Buildings		Heritage and cultural		Infrastructure		Total Level 3 assets	
	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000	2026 \$'000	2025 \$'000
Carrying amount as at 1 July	1,282,114	972,728	19,241	18,254	10,747	10,745	1,312,102	1,001,726
Acquisitions	3,245	19,392	18	23	-	-	3,263	19,415
Net Transfers in from other Queensland Government entities	-	1,137	95	-	-	-	95	1,137
Net Transfers out to other Queensland Government entities	-	(509)	(200)	-	-	-	(200)	(509)
Disposals	(268)	(255)	-	-	-	-	(268)	(255)
Donations received	30	-	-	-	-	-	30	-
Donations made	-	(3)	-	-	-	-	-	(3)
Transfer between classes	33,575	272,632	1,947	473	-	-	35,522	273,105
Net revaluation increments / (decrements) in operating surplus	-	-	1,610	1,368	-	-	1,610	1,368
Net revaluation increments in asset revaluation surplus	137,122	59,127	-	-	743	315	137,865	59,442
Depreciation	(49,553)	(42,134)	(1,073)	(876)	(320)	(313)	(50,946)	(43,323)
Carrying amount as at 30 June	1,406,266	1,282,114	21,637	19,241	11,170	10,747	1,439,073	1,312,103

Queensland Police Service
Notes to the financial statements
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13 Property, plant and equipment (continued)

Accounting Policy - Depreciation of property, plant and equipment

Land is not depreciated as it has an unlimited useful life

Property, plant and equipment is depreciated on a straight-line basis so as to allocate the net cost or revalued amount of each asset, less its estimated residual value, progressively over its estimated useful life to the department.

Assets under construction (work-in-progress) are not depreciated until they have reached their service delivery capacity. Service delivery capacity relates to when construction is complete and the asset is first put to use or is installed ready for use in accordance with its intended application. These assets are then reclassified to the relevant classes within property, plant and equipment

Where assets have significant separately identifiable components that are subject to regular replacement, these components are assigned useful lives distinct from the asset to which they relate and are depreciated accordingly. At reporting date only major plant and equipment are componentised

Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the department

Major spares purchased specifically for particular assets are capitalised and depreciated on the same basis as the asset to which they relate

For each class of depreciable asset the following depreciation rates are used

Class	Depreciation rate (%)
Buildings	1 to 10
Heritage and cultural	1 to 4
Plant and equipment	2 to 50
Major plant and equipment	3 to 20
Infrastructure	2 to 6

Accounting Policy - Impairment of property, plant and equipment

All property, plant and equipment assets which are carried at cost are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the department determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

Where assets are measured at fair value, they are reviewed for indicators of a change in fair value/service potential since the last valuation was completed. Where there are indicators of movement in fair value, this is assessed and recorded as a revaluation movement.

Queensland Police Service
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14 Right-of-use assets and lease liabilities

Right-of-use assets

	Buildings	Major plant and equipment	Total
	2026 \$'000	2026 \$'000	2026 \$'000
Gross value	106,043	200,107	306,150
Less: Accumulated amortisation	(20,431)	(32,625)	(53,056)
	<u>85,613</u>	<u>167,482</u>	<u>253,094</u>
Reconciliation			
Opening balance	95,861	135,818	231,679
Acquisitions	408	45,158	45,566
Adjustment due to change in lease	(2,267)	5,436	3,168
Amortisation	(8,389)	(18,930)	(27,319)
Closing balance	<u>85,613</u>	<u>167,482</u>	<u>253,094</u>

	Buildings	Major plant and equipment	Total
	2025 \$'000	2025 \$'000	2025 \$'000
Gross value	110,241	149,335	259,576
Less: Accumulated amortisation	(14,380)	(13,516)	(27,896)
	<u>95,861</u>	<u>135,818</u>	<u>231,679</u>
Reconciliation			
Opening balance	7,489	78	7,567
Acquisitions	97,194	149,335	246,529
Amortisation	(8,823)	(13,595)	(22,417)
Closing balance	<u>95,861</u>	<u>135,818</u>	<u>231,679</u>

	2026 \$'000	2025 \$'000
Lease liabilities		
Current		
Lease liabilities	14,359	12,537
Non-current		
Lease liabilities	254,704	230,216
Total	<u>269,064</u>	<u>242,753</u>

Accounting Policy - Recognition of right-of-use assets

Right-of-use (RoU) assets with a lease term greater than 12 months and with a value equal to or in excess of \$10,000 are capitalised. Items for a short term period of 12 months or less or for a lesser value are expensed.

The right-of-use asset will initially be recognised at cost, consisting of the initial amount of the associated lease liability, plus any lease payments made to the lessor at or before the effective date, less any lease incentive received, the initial estimate of restoration costs and any initial direct costs incurred by the lessee.

Right-of-use assets are recognised and carried at their cost less accumulated depreciation and any accumulated impairment losses, adjusted for any re-measurement of the lease liability in certain circumstances.

Accounting Policy - Amortisation of right-of-use assets

Right-of-use assets are amortised on a straight line basis from the commencement date of the lease to the end of the lease term.

Accounting Policy - Impairment of right-of-use assets

All right-of-use assets are assessed for indicators of impairment. If an indicator of possible impairment exists, the department determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss. There were no impairments identified for 2024-25 or for 2025-26 financial years.

Queensland Police Service
Notes to the financial statements
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14 Right-of-use assets and lease liabilities (continued)

Accounting Policy - Lease liability

Lease liabilities are initially recognised at the present value of lease payments over the lease term that are not yet paid. Lease payments include fixed payments, variable lease payments that depend on an index or rate, option payments (if reasonably certain) and expected residual value guarantees. The present value of lease payments are discounted using the Queensland Treasury Corporation (QTC) fixed rate applicable to the term of the lease. Subsequently, the lease liabilities are increased by the interest charge and reduced by the amount of lease payments.

Disclosures - Leases as lessee

(i) Details of leasing arrangements as lessee

Major plant and equipment	The department has entered into a contract with Surf Life Saving Queensland to provide three helicopters and pilots (fully serviced) for a period of 10 years from 4 July 2024. Also, the department has entered into a contract with NQ Heli-Worx Pty Ltd trading as Meridian Helicopters to provide two helicopters and pilots (fully serviced) for a period of 10 years from 1 October 2024. Two new leases have commenced in 2025-26 in the Sunshine Coast and Cairns regions. These assets have been recognised as both RoU assets and lease liabilities.
Buildings	The department routinely enters into leases for buildings and office accommodation. Some of these leases are short-term leases or leases of low value assets. Lease terms for buildings and office space that are recognised on balance sheet can range from 3 to 25 years. A number of leases have renewal or extension options. The options are generally exercisable at market prices and are not included in the RoU asset or lease liability unless the department is reasonably certain it will renew the lease.

	2026 \$'000	2025 \$'000
(ii) Amounts recognised in profit and loss		
Interest expense on lease liabilities	11,326	11,041
Breakdown of 'Lease expenses' included in Note 9		
- Expenses relating to short term leases	4,965	5,047
- Expenses relating to leases of low value assets	65	61
- Expenses relating to office accommodation provided by DHPW	40,416	38,131
(iii) Total lease expenses - Note 9	45,446	43,239

Cash flows of lease payments for lease liabilities is in the Statement of cash flows

15 Payables

Current		
Trade creditors	111,314	101,008
Other	2,281	1,658
Total	<u>113,595</u>	<u>102,666</u>

Accounting Policy - Payables

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the nominal amount i.e. agreed purchase/contract price, gross of applicable trade and other discounts. The department's standard payment terms are 30 days from vendor invoice date where the business is not a registered small business. Amounts owing are paid within 20 calendar days for eligible invoices for small business as per the Queensland Government On-Time Payment Policy.

16 Accrued employee benefits

Current		
Annual leave levy payable	78,658	70,888
Long service leave levy payable	16,965	15,611
Salaries and wages outstanding	49,566	29,311
Accrued allowances	5,577	3,743
Other	8	33
Total	<u>150,774</u>	<u>119,586</u>

Accounting Policy - Accrued employee benefits

No provision for annual leave or long service leave is recognised in the department's financial statements as the liability is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000
17 Other current liabilities			
Current			
Unearned revenue		4,243	3,488
Departmental services appropriation		70,243	80,268
Equity adjustment payable		34,780	3,220
Other		-	854
Total		<u>109,266</u>	<u>87,829</u>

18 Related party transactions with other Queensland Government-controlled entities

The department's primary ongoing sources of funding from Government for its services are appropriation revenue and equity injections, both of which are provided in cash via Queensland Treasury.

The department has received below fair value services as disclosed in Notes 6 and 10 which includes \$18.281m for the GWN managed by CDSB (2024-25: \$6.046m by DTMR, and \$11.932m by CDSB), \$1.577m from QH (2024-25: \$1.203m) and \$0.108m for services provided by Queensland State Archives, Department of Justice (2024-25: \$0.298m).

19 Commitments

Capital expenditure commitments

Capital expenditure commitments inclusive of non-recoverable GST, contracted for at reporting date but not recognised in the accounts are payable as follows:

Land		
Not later than 1 year	2,024	-
Total	<u>2,024</u>	<u>-</u>
Buildings		
Not later than 1 year	29,300	50,250
Later than 1 year but not later than 5 years	1,818	-
Total	<u>31,118</u>	<u>50,250</u>
Plant and equipment		
Not later than 1 year	20,700	36,063
Later than 1 year but not later than 5 years	936	5,026
Total	<u>21,635</u>	<u>41,088</u>
Major plant and equipment		
Not later than 1 year	328	4,195
Total	<u>328</u>	<u>4,195</u>
Intangibles		
Not later than 1 year	-	46
Total	<u>-</u>	<u>46</u>
RoU Buildings		
Later than 1 year but not later than 5 years	15,126	12,789
Later than 5 years	90,731	96,558
Total	<u>105,857</u>	<u>109,347</u>

20 Contingencies

Contingent liabilities

The department has 228 Queensland Government Insurance Fund (QGIF) and Personal Injuries Proceedings Act (PIPA) files outstanding as at balance date. Each of these files will likely attract a potential \$10,000 excess payment, if liability for the claim is accepted or the matters are finalised.

Following the judgment delivered by the Queensland Supreme Court in February 2024 in relation to the COVID-19 vaccination directions issued by the then Commissioner, the Queensland Police Service is reviewing disciplinary actions previously taken against affected employees. On 25 October 2024, a civil claim was filed in the Supreme Court of Queensland as part of a class action concerning the directions. The State of Queensland acting through the Queensland Police Service, and the then Commissioner, have been named as defendants.

Both the internal review of these matters and the related legal proceedings remain ongoing for affected members whose claims have not yet been settled, subject to eligibility requirements and the outcome of those proceedings. As at the reporting date, the ultimate outcome of these matters remains uncertain and any associated financial impact, if any, cannot be reliably or practically estimated.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000
21 Financial instruments			
Financial instrument categories			
The department has the following categories of financial assets and financial liabilities:			
Financial assets			
Cash		316,230	177,108
Receivables at amortised cost:			
Receivables	11	165,471	185,527
Total		481,701	362,635
Financial liabilities			
Financial liabilities at amortised cost:			
Payables	15	113,595	102,666
Total		113,595	102,666

No financial assets or financial liabilities have been offset and presented net in the statement of financial position.

Accounting Policy - Financial instruments

Recognition

Financial assets and financial liabilities are recognised in the statement of financial position when the department becomes party to the contractual provisions of the financial instrument.

The department has not entered into transactions for speculative or hedging purposes. The department holds no financial assets classified at fair value through the profit or loss.

Financial risk management

(a) Risk exposure

Financial risk management is implemented pursuant to Government and QPS policies. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the department.

The department's activities expose it to a variety of financial risks as set out in the following table:

Risk exposure	Definition	Exposure
Credit risk	Credit risk exposure refers to the situation where the department may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.	The department is exposed to credit risk in respect of its receivables (refer Note 11).
Liquidity risk	Liquidity risk refers to the situation where the department may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.	The department is exposed to liquidity risk in respect of its payables (refer Note 15).
Market risk	The risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.	The department is exposed to risk through future acquisitions in foreign currency including aircraft. The department is exposed to interest rate risk through its leases and cash deposited in interest bearing accounts.

(b) Risk measurement and management strategies

The department measures risk exposure using a variety of methods as follows:

Risk exposure	Measurement method	Risk management strategies
Credit risk	Ageing analysis, earnings at risk	The department manages credit risk through the use of a credit management strategy. This strategy aims to reduce the exposure to credit default by ensuring that the department invests in secure assets and monitors all funds owed on a timely basis. Exposure to credit risk is monitored on an ongoing basis.
Liquidity risk	Sensitivity analysis	The department manages liquidity risk through the use of a liquidity management strategy. This strategy aims to reduce the exposure to liquidity risk by ensuring the department has sufficient funds available to meet employee and supplier obligations as they fall due. This is achieved by ensuring that minimum levels of cash are held within the various bank accounts so as to match the expected duration of the various employee and supplier liabilities.
Market risk	Interest rate sensitivity analysis	The department does not undertake any hedging in relation to interest rate risk and manages its risk as part of the department's overall liquidity management strategy.
Market risk	Exchange rate sensitivity analysis	The department undertakes hedging to mitigate exchange rate risk as part of the department's overall liquidity management strategy. The department will continue to explore hedging options in partnership with Queensland Treasury where it is commercially beneficial to do so.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

21 Financial instruments (continued)

(c) Liquidity risk - contractual maturity of financial liabilities

The following table sets out the liquidity risk of financial liabilities held by the department. It represents the contractual maturity of financial liabilities, calculated based on undiscounted cash flows relating to the liabilities at reporting date.

Financial liabilities	Note	2026 Payable in			
		<1 year \$'000	1-5 years \$'000	>5 years \$'000	Total \$'000
Payables	15	113,595	-	-	113,595
Lease liabilities		35,749	141,290	171,325	348,364
Total		149,344	141,290	171,325	461,959

Financial liabilities	Note	2025 Payable in			
		<1 year \$'000	1-5 years \$'000	>5 years \$'000	Total \$'000
Payables	15	102,666	-	-	102,666
Lease liabilities		25,955	145,445	153,655	325,056
Total		128,621	145,445	153,655	427,722

	2026 \$'000	2025 \$'000
22 Schedule of administered items		
Administered revenues		
Taxes, fees and fines	19,566	19,132
Other	266	255
Total	19,832	19,388
Administered expenses		
Transfers of administered income to Government *	19,832	19,388
Total	19,832	19,388
Operating Surplus	-	-
Administered assets		
<i>Current</i>		
Cash	1,196	1,918
Receivables	(6)	(9)
Total current assets	1,190	1,909
Administered liabilities		
<i>Current</i>		
Unclaimed monies to remit to Treasury	813	1,212
Payable to Government	337	697
Other	40	-
Total current liabilities	1,190	1,909

* The department periodically transfers to the Queensland Government the amount of all cash collected in respect of Administered revenue.

Accounting Policy - Administered transactions and balances

The department administers, but does not control, certain resources on behalf of the Government. In doing so, it has responsibility and is accountable for administering related transactions and items, but does not have the discretion to deploy the resources for the achievement of the department's objectives.

Administered transactions and balances are not significant in comparison to the department's overall financial performance/financial position.

Accounting policies applicable to administered items are consistent with the equivalent policies for controlled items, unless otherwise stated.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

23 Trust transactions and balances

	2026 \$'000	2025 \$'000
Trust assets		
Current		
Cash	61,000	45,632
Total current assets	61,000	45,632
Trust liabilities		
Current		
Payables	61,000	45,632
Total current liabilities	61,000	45,632

The trust activities are included in the audit performed by the Auditor-General of Queensland

Accounting Policy - Trust transactions and balances

The department undertakes certain trustee transactions and maintains related balances on behalf of various parties (e.g. exhibits or funds seized from alleged illicit activities, held pending determination by a court as well as unclaimed and returned QPS cheques).

As the department performs only a custodial role in respect of these transactions and balances, they are not recognised in the department's financial statements but are disclosed in these notes for the information of users

24 Climate risk disclosure

Whole-of-Government climate-related reporting

The State of Queensland, as the ultimate parent of the department, provides information and resources on climate related strategies and actions accessible at <https://www.treasury.qld.gov.au/policies-and-programs/climate/>

The Queensland Sustainability Report (QSR) outlines the Queensland Government's approach to managing key Environmental, Social and Governance (ESG) risks and opportunities, including governance structures, major commitments and policies, and how these risks and opportunities are measured, monitored and managed across government. The QSR is supported by comprehensive datasets and data dictionaries. The QSR is available via Queensland Treasury's website at <https://www.treasury.qld.gov.au/programs-and-policies/queensland-sustainability-report>

Departmental accounting estimates and judgements — climate-related risks

The department considers climate-related risks when assessing material accounting judgements and estimates used in preparing its financial report. Key estimates and judgements identified include the potential for changes in asset useful lives, changes in the fair value of assets, impairment of assets, the recognition of provisions or the possibility of contingent liabilities.

The department continues to monitor the emergence of material climate-related risks that may impact the financial statements of the department, including directives from Government or Queensland Treasury.

No adjustments to the carrying value of assets were recognised during the financial year as a result of climate-related risks impacting current accounting estimates and judgements. No other transactions have been recognised during the financial year specifically due to climate-related risks impacting the department.

25 Events occurring after balance date

A Machinery of Government (MoG) change occurred after the reporting date under the *Public Service Departmental Arrangements Notice (No. 3) 2026*. Following the completion of Tranche 1 in 2024-25, under which specific FDD functions supporting other departments were transferred from QPS to QFD and QH, the remaining functions comprising Tranche 2 will be transferred from QPS to QFD and QAS (QH) effective 1 July 2026, as prescribed by the Notice (refer to Note 3).

There were no other events occurring after balance date that management considers would have a material impact on the information disclosed in these financial statements.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

26 Budgetary reporting

Statement of comprehensive income	Variance note	Budget 2026 \$'000	Actual 2026 \$'000	Variance \$'000
Income from continuing operations				
Appropriation revenue		3,825,969	3,903,867	77,898
User charges and fees		183,627	193,403	9,776
Grants and other contributions		34,080	43,919	9,839
Other revenue	26(a)	3,964	56,664	52,700
Total revenue		4,047,640	4,197,853	150,213
Gains on disposal		-	5,868	5,868
Gains on revaluation of assets		2,000	1,078	(922)
Total income from continuing operations		4,049,640	4,204,798	155,158
Expenses from continuing operations				
Employee expenses		3,138,693	3,188,033	49,340
Supplies and services		724,744	732,048	7,304
Grants and subsidies		36,547	41,481	4,934
Depreciation and amortisation	26(b)	115,901	163,182	47,281
Impairment losses/(gains)		-	83	83
Interest on lease liability		4,578	11,386	6,808
Other expenses		29,177	34,395	5,218
Total expenses from continuing operations		4,049,640	4,170,608	120,968
Operating result from continuing operations		-	34,190	34,190
Operating result for the year		-	34,190	34,190
Other comprehensive income not reclassified subsequently to operating result				
Increase/(decrease) in asset revaluation surplus		-	203,927	203,927
Total other comprehensive income		-	203,927	203,927
Total comprehensive income		-	238,117	238,117

Explanation of major variances

- 26(a) Other revenue was \$52.7 million above budget. The \$56.7 million actual balance was mainly general recoveries of \$33.5 million, post-capitalised asset revenue of \$10.1 million, Motor Accident Insurance Commission revenue of \$4.8 million, interest revenue of \$2.7 million and employee FBT contributions of \$1.7 million. Together, these items represented \$52.8 million of the actual balance and substantially explain the variance, as the original budget for other revenue was only \$4.0 million and did not separately provide for the final level of these receipts.
- 26(b) Depreciation and amortisation were \$47.3 million (40.8%) above budget. The variance reflects the timing and value of property, plant and equipment, right-of-use assets and software capitalised or brought into use during the year, together with changes in the final depreciable asset base compared with the assumptions used in the original budget.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

26 Budgetary reporting (continued)

Statement of financial position	Variance note	Budget 2026 \$'000	Actual 2026 \$'000	Variance \$'000
Assets				
Current assets				
Cash	26(c)	123,316	316,230	192,914
Receivables	26(d)	128,164	165,471	37,307
Inventories		9,352	14,860	5,508
Prepayments		21,782	33,847	12,065
Non-current assets classified as held for sale		1,823	1,965	142
Total current assets		284,437	532,373	247,936
Non-current assets				
Intangible assets	26(e)	38,949	49,997	11,048
Property, plant and equipment		2,711,258	2,783,584	72,326
Right-of-use assets	26(f)	105,886	253,094	147,208
Total non-current assets		2,856,093	3,086,676	230,583
Total assets		3,140,530	3,619,049	478,519
Liabilities				
Current liabilities				
Payables	26(g)	126,478	113,595	(12,883)
Accrued employee benefits	26(h)	97,575	150,774	53,199
Lease liabilities	26(i)	108,990	14,359	(94,631)
Other current liabilities	26(j)	2,330	109,266	106,936
Total current liabilities		335,373	387,995	52,622
Non-current liabilities				
Lease liabilities	26(k)	5,719	254,704	248,985
Total non-current liabilities		5,719	254,704	248,985
Total liabilities		341,092	642,699	301,607
Net assets		2,799,438	2,976,350	176,912
Equity				
Total equity		2,799,438	2,976,350	176,912

Explanation of major variances

- 26(c) Cash was \$192.9 million above budget. The \$316.2 million year-end balance was concentrated in the main controlled bank account, which held \$313.4 million and increased by \$135.0 million during the year. The higher balance reflects the timing of appropriation and other funding receipts relative to expenditure, supplier settlements and year-end funding adjustments, resulting in a higher level of funds remaining unspent or unsettled at 30 June than assumed in the original budget.
- 26(d) Receivables were \$37.3 million (29.1%) above budget. The \$165.5 million balance comprised annual leave claim receivables of \$72.2 million, accrued revenue of \$41.2 million, trade debtors of \$27.4 million, GST clearing of \$9.4 million and long service leave claim receivables of \$8.4 million. The higher-than-budget balance was mainly attributable to employee entitlement claim receivables and accrued revenue outstanding at year end, together with the timing of billing, claim lodgement and collection of trade and other receivables.
- 26(e) Intangible assets were \$11.0 million (28.4%) above budget. The variance reflects higher internally generated software, software work in progress at year end, and the additional development expenditure related to the QLITE mobile apps, arising from the timing of ICT project expenditure, capitalisation and amortisation compared with the original budget assumptions.
- 26(f) Right-of-use assets were \$147.2 million above budget. The higher balance reflects leases recognised or remeasured during the year, particularly buildings and major plant and equipment, together with differences between the final lease portfolio and the assumptions included in the original budget.
- 26(g) Payables were \$12.9 million (10.2%) below budget. The \$113.6 million actual balance comprised mainly trade creditors of \$48.5 million, trade creditor accruals of \$33.4 million, accrued supplies and services of \$10.5 million, capital creditors of \$5.2 million and corporate card clearing of \$4.9 million. The below-budget position reflects the final timing of supplier invoicing, accrual recognition and payment settlements, resulting in lower outstanding trade and accrued creditor balances at 30 June than assumed in the original budget.
- 26(h) Accrued employee benefits were \$53.2 million (54.5%) above budget. The higher balance reflects year-end accruals for salaries and wages, annual leave levy, long service leave levy, allowances, overtime and superannuation, driven by payroll cut-off timing and the final measurement of employee entitlements at 30 June.
- 26(i) Current lease liabilities were \$94.6 million below budget. The variance reflects the final classification and maturity profile of lease obligations, including a greater proportion presented as non-current liabilities, as well as changes to the lease portfolio compared with the original budget assumptions.
- 26(j) Other current liabilities were \$106.9 million above budget. The \$109.2 million actual balance comprised mainly departmental services appropriation and equity injection refundable to Treasury of \$70.2 million and \$34.8 million respectively, unearned Commonwealth grant revenue of \$2.3 million, other unearned revenue of \$1.1 million and unearned grant revenue of \$0.8 million. The variance reflects the final level of appropriation funding refundable and grant or other revenue received but not yet recognised as revenue at 30 June, which was higher than assumed in the original budget.
- 26(k) Non-current lease liabilities were \$249.0 million above budget. The \$254.7 million balance comprised right-of-use lease liabilities for major plant and equipment (\$155.8 million) and buildings (\$95.9 million), together with a make-good provision (\$3.0 million). The variance reflects new and remeasured leases and the final current/non-current classification of obligations, which were not fully captured in the original budget.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

26 Budgetary reporting (continued)

Statement of cash flows	Variance note	Budget 2026 \$'000	Actual 2026 \$'000	Variance \$'000
Cash flows from operating activities				
<i>Inflows:</i>				
Service appropriation receipts		3,816,686	3,893,842	77,156
User charges and fees	26(l)	195,672	216,246	20,574
Grants and other contributions		13,693	23,116	9,423
GST input tax credits from ATO	26(m)	-	107,894	107,894
GST collected from customers		-	21,780	21,780
Other	26(n)	39,077	46,260	7,183
<i>Outflows:</i>				
Employee expenses		(3,138,693)	(3,159,791)	(21,098)
Supplies and services	26(o)	(759,857)	(722,955)	36,902
Grants and subsidies		(36,547)	(41,481)	(4,934)
Finance and borrowing costs		(4,578)	-	4,578
GST paid to suppliers		-	(109,230)	(109,230)
GST remitted to ATO		-	(22,191)	(22,191)
Other		(18,835)	(14,144)	4,691
Net cash provided by/(used in) operating activities		106,618	239,345	132,727
Cash flows from investing activities				
<i>Inflows:</i>				
Sales of property, plant and equipment		16,912	23,764	6,852
<i>Outflows:</i>				
Payments for property, plant and equipment	26(p)	(246,577)	(166,656)	79,921
Payments for intangibles		-	(12,650)	(12,650)
Net cash provided by/(used in) investing activities		(229,665)	(155,542)	74,123
Cash flows from financing activities				
<i>Inflows:</i>				
Equity injections		151,726	149,319	(2,407)
<i>Outflows:</i>				
Equity withdrawals	26(q)	(55,007)	(63,631)	(8,624)
Lease payments		(9,620)	(29,286)	(19,666)
Net cash provided by/(used in) financing activities		87,099	56,402	(30,697)
Net increase/(decrease) in cash		(35,948)	140,205	176,153
Cash at beginning of financial year		159,264	177,108	17,844
Cash transfers from restructure		-	(1,084)	(1,084)
Cash at end of financial year		123,316	316,230	192,914

Explanation of major variances

- 26(l) User charges and fees receipts exceeded budget by \$20.6 million (10.5%), with actual receipts of \$216.2 million compared with a budget of \$195.7 million. The variance reflects the timing and higher level of cash receipts from service level agreements, Special Services, security services and other cost-recovery arrangements compared with the original cash flow assumptions.
- 26(m) GST input tax credits variance reflects the amount of input tax credits paid by the Australian Taxation Office (ATO) for supplier invoices processed which was budgeted as other inflows.
- 26(n) Other cash inflows exceeded budget by \$7.2 million (18.4%), with actual receipts of \$46.3 million compared with a budget of \$39.1 million. The variance reflects higher cash receipts from other revenue and recovery activities than assumed in the original cash flow budget.
- 26(o) Supplies and services cash outflows were \$36.9 million (4.9%) below budget, with actual payments of \$723.0 million compared with a budget of \$759.9 million. The lower cash outflow primarily reflects payment timing and lower expenditure across parts of the operating program, partly offset by costs relating to motor vehicle fit-outs, ICT and external databases, communications, uniforms and other operational requirements.
- 26(p) Payments for property, plant and equipment were \$79.9 million (32.4%) below budget, with actual payments of \$166.7 million compared with a budget of \$246.6 million. The variance reflects the final timing of project delivery, asset acquisitions, capitalisation and supplier payments across the capital program, with a lower level of cash expenditure incurred by 30 June than assumed in the original budget.
- 26(q) Equity withdrawal cash outflows exceeded budget by \$8.6 million (15.7%), with actual withdrawals of \$63.6 million compared with a budget of \$55.0 million. The variance reflects the final value and timing of equity withdrawal transactions processed during the year, including capital funding adjustments, compared with the original budget.

Queensland Police Service
Notes to the financial statements
For the year ended 30 June 2026

26 Budgetary reporting (continued)

Schedule of administered items	Variance note	Budget 2026 \$'000	Actual 2026 \$'000	Variance \$'000
Administered revenues				
Taxes, fees and fines	26(r)	11,594	19,566	7,972
Other	26(s)	2,532	266	(2,266)
Total revenue		<u>14,126</u>	<u>19,832</u>	<u>5,706</u>
Administered expenses				
Transfers of administered revenue to Government	26(t)	14,126	19,832	5,706
Total expenses		<u>14,126</u>	<u>19,832</u>	<u>5,706</u>
Administered assets				
<i>Current</i>				
Cash		1,797	1,196	(601)
Receivables		(3)	(6)	(3)
Total current assets		<u>1,794</u>	<u>1,190</u>	<u>(604)</u>
Administered liabilities				
<i>Current</i>				
Unclaimed monies to remit to Treasury		1,075	813	(262)
Payable to Government		719	337	(382)
Other		-	40	40
Total current liabilities		<u>1,794</u>	<u>1,190</u>	<u>(604)</u>

Explanation of major variances

- 26(r) Taxes, fees and fines are above budget mainly due to higher administered revenue from weapons licences and fines and forfeitures revenue. The administered lead schedule identifies Weapons Act Fees and Fines and Forfeitures Revenue as the key administered revenue lines, with the overall variance increasing to approximately \$8.0 million at the end of 2026 FY. The result reflects the final level of administered revenue recognised for the year compared with the original budget profile.
- 26(s) Other administered revenue is below budget mainly due to lower unclaimed monies revenue than budgeted and classification differences between administered revenue categories. The administered lead schedule identifies Unclaimed Monies as the relevant other revenue line, with the variance remaining below budget by approximately \$2.3 million. This is broadly consistent with the year to date March 2026 explanation, although the final year-end balance reflects updated administered revenue activity recognised after the March reporting point.
- 26(t) Transfers of administered revenue to Government are above budget due to the level and timing of administered revenue collected and required to be remitted to Government. The variance has increased to approximately \$5.7 million at year end, consistent with the higher administered revenue recognised for taxes, fees and fines. As administered revenue collections were higher than budget, the related transfers to Government were also higher than originally budgeted.

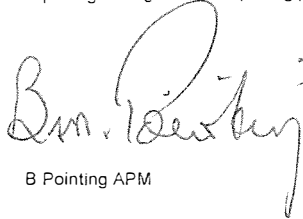
Queensland Police Service
Management Certificate
For the year ended 30 June 2026

These general purpose financial statements have been prepared pursuant to s 62(1) of the *Financial Accountability Act 2009* (the Act), section 38 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with s 62(1)(b) of the Act we certify that in our opinion:

(a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and

(b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Queensland Police Service for the financial year ended 30 June 2026 and of the financial position of the department at the end of that year; and

The Commissioner as the Accountable Officer of the department acknowledges responsibility under s 7 and s.11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.



B Pointing APM

Accountable Officer
Acting Commissioner



M Wilson
B.Sc. (Hons), B.Com., FCPA, GAICD

Chief Finance Officer

Date 27/08/2026

Date 27/8/2026

INDEPENDENT AUDITOR'S REPORT

To the Accountable Officer of Queensland Police Service

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Queensland Police Service.

The financial report comprises the statement of financial position as at 30 June 2026, the statement of comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

In accordance with s. 40 of the *Auditor-General Act 2009*, for the year ended 30 June 2026:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.
- c) In my opinion, the financial report:
 - i. gives a true and fair view of the department's financial position as at 30 June 2026, and its financial performance and cash flows for the year then ended
 - ii. complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the department in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key audit matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial report of the current period. I addressed these matters in the context of my audit of the financial report as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

Specialised building valuation (\$1,406.266 million) and depreciation expense (\$49.553 million)

Refer to note 13 in the financial report.

Key audit matter	How my audit addressed the key audit matter
Buildings were material to Queensland Police Service (QPS) at balance date and were measured at fair value using the current replacement cost method except in rare circumstances where a market price in an active market exists. The QPS values its buildings each year through a combination of specific appraisals for selected regions on a rolling basis, with the remainder of buildings revalued by applying relevant indices in the years between specific appraisals. The current replacement cost method comprises: - Gross replacement cost, less - Accumulated depreciation The QPS derived the gross replacement cost of its buildings at balance date using unit prices that required significant judgements for: - identifying the components of buildings with separately identifiable replacement costs - developing a unit rate for each of these components, including: - estimating the current cost for a modern substitute (including locality factors and oncosts), expressed as a rate per unit (e.g. \$/square metre) - identifying whether the existing building contains obsolescence or less utility compared to the modern substitute, and if so estimating the adjustment to the unit rate required to reflect this difference. The measurement of accumulated depreciation involved significant judgements for determining condition and forecasting the remaining useful lives of building components. The significant judgements required for gross replacement cost and useful lives are also significant judgements for calculating annual depreciation expense. Using indexation required: - significant judgement in determining changes in cost and design factors for each asset type since the previous revaluation - reviewing previous assumptions and judgements used in the last comprehensive valuation to ensure ongoing validity of assumptions and judgements used.	My procedures included, but were not limited to: - assessing the adequacy of management's review of the valuation process and results - reviewing the scope and instructions provided to the valuer - assessing the appropriateness of the valuation methodology and the underlying assumptions with reference to common industry practices - assessing the appropriateness of the components of buildings used for measuring gross replacement cost with reference to common industry practices - assessing the competence, capabilities and objectivity of the experts used to develop the models - for unit rates, on a sample basis, evaluating the relevance, completeness and accuracy of source data used to derive the unit rate of the: - modern substitute (including locality factors and oncosts) - adjustment for excess quality or obsolescence - evaluating the relevance and appropriateness of the indices used for changes in cost inputs by comparing to other relevant external indices - evaluating useful life estimates for reasonableness by: - reviewing management's annual assessment of useful lives - at an aggregated level, reviewing asset management plans for consistency between renewal budgets and the gross replacement cost of assets - testing that no building asset still in use has reached or exceeded its useful life - enquiring of management about their plans for assets that are nearing the end of their useful life - reviewing assets with an inconsistent relationship between condition and remaining useful life - where changes in useful lives were identified, evaluating whether the effective dates of the changes applied for depreciation expense were supported by appropriate evidence.

Right-of-use assets (\$253.094 million) and lease liabilities (\$269.064 million)

Refer to note 14 in the financial report.

Key audit matter	How my audit addressed the key audit matter
QPS has various lease arrangements for buildings and major plant and equipment. These leases are recognised as right-of-use assets and lease liabilities. They were material at balance date. QPS must comply with certain prescribed requirements including establishing an effective system of internal controls covering leases. This includes ensuring compliance with the Queensland leasing approval policy for public sector entities published by Queensland Treasury. In applying AASB 16 <i>Leases</i>, QPS is required to make a number of judgements and estimates including: - determining whether the transaction is a lease - calculating the lease term including judgements associated with lease renewal options - determining an appropriate incremental borrowing rate to apply to the measurement of right of use assets and lease liabilities upon initial recognition of a lease and for certain lease modifications.	My procedures included, but were not limited to: - obtaining an understanding and evaluating the QPS processes for the accounting for leases. - assessing the completeness of leases through inquiries with management, review of relevant committee meeting minutes, and review of expense transactions. - testing a sample of new leases for appropriate approvals and compliance under the relevant prescribed requirements and the delegation framework established by QPS. - testing a sample of new and existing leases by: - evaluating the lease term used by management including the probability of exercising renewal options - assessing the appropriateness of the incremental borrowing rate used - recalculating the right of use assets and lease liabilities, and the associated depreciation and interest expense.

Responsibilities of the Accountable Officer for the financial report

The Accountable Officer is responsible for:

- the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards, and such internal control as they determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error
- the establishment and keeping of accounts in accordance with prescribed requirements
- assessing the department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the department or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. My auditor's report must state whether I have received all the information and explanations required, and whether I consider the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:
www.auasb.gov.au/auditors_responsibilities/ar6.pdf

A further description of my responsibilities under the *Auditor-General Act 2009* and *Auditor-General Auditing Standards* is located at the Queensland Audit Office website at:
www.qao.qld.gov.au/audit-program/audit-standards

These descriptions form part of my auditor's report.



Rachel Vagg
Auditor-General

31 August 2026

Queensland Audit Office
Brisbane

Appendices

Government bodies

Controlled Operations Committee					
Act	The Controlled Operations Committee is established under the <i>Police Powers and Responsibilities Act 2000</i> .				
Functions	The Controlled Operations Committee is responsible for considering and making recommendations about applications for an authority, or variation to an authority, to conduct a controlled operation under Chapter 11 of the <i>Police Powers and Responsibilities Act 2000</i> .				
Achievements	The committee provides its own annual report after 30 June each year, detailing the work and activities of the QPS under Chapter 11 Controlled Operations of the Act for the preceding 12 months. The committee's annual report is available online at www.parliament.qld.gov.au/work-of-assembly/taled-papers .				
Financial reporting	Records are inspected by the Chairperson of the Controlled Operations Committee. Transactions of the entity are accounted for in the QPS financial statements which are certified by the Auditor-General of Queensland.				
Remuneration					
Position	Name	Meetings	Approved fee	Approved sub-committee fees	Actual fees received
Independent Member and Chairperson	The Honourable Roslyn Atkinson AO	17 (Includes annual inspection)	\$520	n/a	\$8,840.00
Member (QPS Commissioner's nominee)	Acting Detective Chief Superintendent Troy Pukallus	4	n/a	n/a	n/a
Member (QPS Commissioner's nominee)	Acting Detective Chief Superintendent Colin Briggs	1	n/a	n/a	n/a
Member (QPS Commissioner's nominee)	Acting Detective Chief Superintendent Craig McGrath	8	n/a	n/a	n/a
Member (QPS Commissioner's nominee)	Acting Detective Chief Superintendent Vince Byrnes	1	n/a	n/a	n/a
Member (QPS Commissioner's nominee)	Acting Detective Chief Superintendent	2	n/a	n/a	n/a

	Denzil Clark				
Member (CCC Chairperson)	Bruce Barbour	15	n/a	n/a	n/a
Member (A/CCC Chairperson)	Jen O'Farrell	1	n/a	n/a	n/a
No. of scheduled meetings	17 (Includes annual inspection)				
Total out of pocket expenses	\$8,840.00				

Public Interest Monitor	
Act	The Public Interest Monitor is appointed under the <i>Police Powers and Responsibilities Act 2000</i> and the <i>Crime and Corruption Act 2001</i> .
Functions	The Public Interest Monitor has the following functions for surveillance device warrants, retrieval warrants, approvals of the use of surveillance devices under emergency authorisations, and covert search warrants: - to monitor compliance by police officers with Chapter 9 of the <i>Police Powers and Responsibilities Act 2000</i> (the Act) in relation to matters concerning applications for covert search warrants - to monitor compliance by law enforcement officers with Chapter 13 of the Act in relation to matters concerning applications for surveillance device warrants, retrieval warrants and approvals of the use of surveillance devices under emergency authorisations - to appear at any hearing of an application to a Supreme Court judge for a warrant or approval mentioned in paragraph a) or b), or to a magistrate for a warrant mentioned in paragraph b), to test the validity of the application, and for that purpose at the hearing, to— - present questions for the applicant to answer and examine or cross-examine any witness; and - make submissions on the appropriateness of granting the application; - to appear at a consideration of a report made to a Supreme Court judge or a magistrate or given to the monitor and referred to a judge or magistrate under section 357 of the Act; - to gather statistical information about the use and effectiveness of covert search warrants, surveillance device warrants; - to report as required by the Act on any matter about which the Act expressly requires the Public Interest Monitor to report; - whenever the Public Interest Monitor considers it appropriate - to give to the Commissioner a report on noncompliance by police officers with Chapter 9 of the Act; or - to give to the chief executive officer of a law enforcement agency a report on noncompliance by law enforcement officers of the law enforcement agency with Chapter 13 of the Act. The Public Interest Monitor also has the following functions: - under the Criminal Code 1995 (Cth), to exercise the power conferred on the monitor under the following sections – - section 104.12 (Service, explanation and notification of an interim

	control order) • section 104.12A (Election to confirm control order) • section 104.14 (Confirming an interim control order) • section 104.18 (Application by the person for a revocation or variation of a control order) • section 104.17 (Service of a declaration, or a revocation, variation or confirmation of a control order) • section 104.19 (Application by the Australian Federal Police Commissioner for a revocation or variation of a control order) • section 104.23 (Application by the Australian Federal Police Commissioner for addition of obligations, prohibitions or restrictions) • under the <i>Terrorism (Preventative Detention) Act 2005</i>, to exercise the power conferred on the monitor under the following sections – • section 14 (General provisions that apply if the Public Interest Monitor must be notified about an application to the issuing authority) • section 73 (Supreme Court hearing and decision). • to gather statistical information about the use and effectiveness of control orders and preventative detention orders under the Acts mentioned in paragraphs a) and b) • whenever the Public Interest Monitor considers it appropriate – to give to the Commissioner a report on noncompliance by police officers with the <i>Terrorism (Preventative Detention) Act 2005</i> • to gather statistical information about the use and effectiveness of official warnings for consorting; • to gather statistical information about the use and effectiveness of public safety orders made by commissioned officers under the <i>Peace and Good Behaviour Act 1982</i>; • to gather statistical information about the use and effectiveness of firearm prohibition orders made under the <i>Weapons Act 1990</i>, Part 5A; • to monitor compliance by police officers with the <i>Weapons Act 1990</i>, Part 5A, Division 4; • whenever the Public Interest Monitor considers it appropriate – to give the commission a report on noncompliance by police officers with the <i>Weapons Act 1990</i>, Part 5A, Division 4. The Public Interest Monitor must also report in relation to: • the use of covert search warrants under the Act; • orders made under the <i>Terrorism (Preventative Detention) Act 2005</i>; • control orders under the <i>Criminal Code 1995</i> (Cth), Division 104; • official warnings for consorting (“OWFC”) issued by QPS officers; • public safety orders made by QPS commissioned officers under the <i>Peace and Good Behaviour Act 1982</i> • firearm prohibition orders (FPO) made by the Commissioner under the <i>Weapons Act 1990</i>, Part 5A. The Public Interest Monitor is required to report on the following matters: a) under the <i>Terrorism (Preventative Detention) Act 2005</i>: • the number of initial orders made during the year; • the number of final orders made during the year; • whether a person was taken into custody under each of those orders
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	and, if so, how long the person was detained for; • particulars of any complaints about the detention of a person under a preventative detention order made or referred during the year to the ombudsman or the CCC; • the number of prohibited contact orders made during the year; • the use of preventative detention orders and prohibited contact orders generally. b) under the <i>Criminal Code 1995</i> (Cth), Division 104: • the number of control orders confirmed, declared void, revoked or varied during the year; • the use of control orders generally. c) Under the Act: • the number of OWFC given during the year; • the number of times the giving of an OWFC led to a person committing an offence against: ○ section 790 PPRA (assault or obstruct police officer); or ○ section 791 PPRA (contravene direction or requirement of police officer); • the extent of compliance by the QPS with Chapter 2, Part 6A of the Act; and • the use of OWFC generally. d) under the <i>Peace and Good Behaviour Act 1982</i>: • the number of public safety orders made during the year; • the extent of compliance by the police service with the <i>Peace and Good Behaviour Act 1982</i>, Part 3, Division 2; and • the use of public safety orders generally. e) under the <i>Weapons Act 1990</i> (WA), Part 5A: • the number of FPOs: ○ made by the Commissioner during the year (141G); ○ made by the Court during the year (141H); ○ revoked by the Commissioner during the year (141G(5)) ○ Revoked by the Court during the year (141H(7)); • the number of appeals stated under Part 5A, Division 6 during the year against the making of an FPO by the Commissioner; • the number of appeals stated under Part 5A, Division 6 during the year against the making of an FPO by the Court; • the number of charges made during the year for offences if the charge arises from a search under Part 5A, Division 4 – ○ An offence under the WA; ○ An offence under another law. • the number of firearms and firearm related items seized under Part 5A, Division 4 in the year; • the number of firearms and firearm related items given to or seized by a police officer under section 141W in the year; • the extent of compliance by the police service with Part 5A, Division 4 in the year; • the use of FPOs generally.
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	The Public Interest Monitor is responsible for the recording, reporting and inspection regime for telecommunications interception in accordance with the <i>Telecommunications Interception Act 2009</i> which enables the use by the QPS and the Crime and Corruption Commission of Commonwealth telecommunications interception powers as a tool for the investigation of serious offences. The Public Interest Monitor is entitled to appear at the hearing of the application for a telecommunications interception warrant to test the validity of the application and, for that purpose at the hearing, to – • ask questions of any person giving information to the eligible Judge or nominated Administrative Review Tribunal member; and • make submissions to the eligible Judge or nominated Administrative Review Tribunal member about the following matters – ○ in relation to an application for a warrant in relation to a telecommunications service ○ in relation to an application for a warrant in relation to a person. In addition, the Public Interest Monitor has record-keeping oversight to ensure eligible authorities keep documents connected with the issue of warrants in accordance with the <i>Telecommunications Interception Act 2009</i>. As the inspecting entity for the QPS, the Public Interest Monitor: • must inspect the eligible authority's records as required under section 23 of the legislation to ascertain the extent of compliance by the authority's officers • must report in writing to the Minister about the results of the inspections • may do anything necessary or convenient for the performance of the functions mentioned in (a) and (b).
Achievements	The annual report of the Public Interest Monitor is available at www.parliament.qld.gov.au/work-of-assembly/taled-papers.
Financial reporting	Financial transactions made with the Public Interest Monitor are accounted for in the QPS financial statements which are certified by the Auditor-General of Queensland.

Remuneration				
Position	Meetings*	Approved fee	Approved sub-committee fees	Actual fees received**
Public Interest Monitor David Adsett	61	A service fee of \$450.00 per hour to a maximum of \$2,250.00 per day	n/a	\$205,724.50
Deputy Public Interest Monitor Gavin Rebetzke (Finished 08/06/2026)	41	A service fee of \$450.00 per hour to a maximum of \$2,250.00 per day	n/a	\$86,814.75
Deputy Public Interest Monitor Peter McDermott (Commenced 08/08/2025)	41	A service fee of \$450.00 per hour to a maximum of \$2,250.00 per day	n/a	\$107,373.00
Deputy Public Interest Monitor Jason Ward (Commenced 09/06/2026)	2	A service fee of \$450.00 per hour to a maximum of \$2,250.00 per day	n/a	\$18,356.25
No. of scheduled meetings	145			
Total out of pocket expenses	\$418,268.50			

* Number of meetings refers to the number of court/tribunal appearances (where there may be one or multiple applications) and excludes inspections and incidental meetings.

** Actual fees received includes all fees related to the Public Interest Monitor functions including applications, inspections, incidental meetings, administration, and report preparation incurred during the 2025-26 period. Some fees included in this total have been paid outside of the 2025-26 reporting period.

Acronyms

ADP	Abbreviated Disciplinary Proceeding	PDS	Professional Development Strategies
AI	Artificial Intelligence	PPRA	<i>Police Powers and Responsibilities Act 2000</i>
ARC	Australian Retail Council	PSA	<i>Public Sector Act 2002</i>
ARCC	Audit, Risk and Compliance Committee	PSAA	<i>Police Service Administration Act 1990</i>
ARNI	Airbridge Resilient Network Infrastructure	PSO	Peer Support Officer
BoM	Board of Management	QBLAI	Queensland Blue Light Association Incorporated
BSF	Balin Stewart Foundation	QH	Queensland Health
CCC	Crime and Corruption Commission	QHVSG	Queensland Homicide Victims Support Group
CSQ	Crime Stoppers Queensland	QPCYWA	Queensland Police-Citizens Youth Welfare Association
DYJVS	Department of Youth Justice and Victim Support	QPP&D	Queensland Police Pipes and Drums
eDRMS	Electronic Document and Records Management System	QPS	Queensland Police Service
ELT	Executive Leadership Team	QSAC	Queensland Sentencing Advisory Council
ESC	Ethical Standards Command	RLSSQ	Royal Life Saving Society Queensland
FTE	Full Time Equivalent	RoGS	Report on Government Services
IGEM	Inspector-General Emergency Management	SDS	Service Delivery Statement
LCP	Leadership Capability Program	SES	State Emergency Service
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex and Asexual	SFS	State Flying Squad
LWN	Leading Women Network	SHSO	Senior Human Services Officer
MOHRI	Minimum Obligatory Human Resource Information	SLSQ	Surf Life Saving Queensland
MRQ	Marine Rescue Queensland	SMT	Support Management Team
NAIDOC	National Aboriginal and Islanders Day Observance Committee	SWD	Safety and Wellbeing Division
NHWQ	Neighbourhood Watch Queensland	TMR	Transport and Main Roads
NSCSP	National Survey of Community Satisfaction with Policing	VFQ	Volunteering for Queensland
OCGG	Organised Crime Gangs Group	VREC	Video Recorded Evidence-in-Chief

OLP	Online Learning Product	WFQ	Working for Queensland
OPGG	Olympic and Paralympic Games Group	WOW	Wear Orange Wednesday
OWFC	Official Warnings for Consorting	WSEG	Workforce Support and Engagement Group
PCYC	Police-Citizens Youth Club	YCG	Youth Crime Group

Compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7	2
Accessibility	- Table of contents - Glossary	ARRs – section 9.1	4, 115-116
	Public availability	ARRs – section 9.2	1
	Interpreter service statement	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	1
	Copyright notice	<i>Copyright Act 1968</i> ARRs – section 9.4	1
	Information Licensing	<i>QGEA – Information Licensing</i> ARRs – section 9.5	1
General information	Introductory Information	ARRs – section 10	1, 7-10, 12-18
Non-financial performance	Government's objectives for the community and whole-of-government plans/specific actions	ARRs – section 11.1	7-8
	Agency objectives and performance indicators	ARRs – section 11.2	7-9, 23-29
	Agency service areas and service standards	ARRs – section 11.3	23-29
Financial performance	Summary of financial performance	ARRs – section 12.1	19-22
Governance – management and structure	Organisational structure	ARRs – section 13.1	15
	Executive management	ARRs – section 13.2	43-44
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	57, 109-114
	Public Sector Ethics	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	51
	Human Rights	<i>Human Rights Act 2019</i> ARRs – section 13.5	11
	Queensland public service values	ARRs – section 13.6	7-8
Governance – risk management and accountability	Risk management	ARRs – section 14.1	59
	Audit committee	ARRs – section 14.2	47-48
	Internal audit	ARRs – section 14.3	59
	External scrutiny	ARRs – section 14.4	57-58

Summary of requirement		Basis for requirement	Annual report reference
	• Information systems and recordkeeping	ARRs – section 14.5	60
	• Information Security attestation	ARRs – section 14.6	11
Governance – human resources	• Strategic workforce planning and performance	ARRs – section 15.1	61-69
	• Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	69
Open Data	• Statement advising publication of information	ARRs – section 16	4
	• Consultancies	ARRs – section 31.1	www.data.qld.gov.au
	• Overseas travel	ARRs – section 31.2	www.data.qld.gov.au
	• Queensland Language Services Policy	ARRs – section 31.3	www.data.qld.gov.au
	• Charter of Victims' Rights	VCSVRB Act 2024 ARRs – section 31.4	www.data.qld.gov.au
Financial statements	• Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	104
	• Independent Auditor's Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	105-108

